Local Government Service

7 JULY, 1931 Vol. XIV

A MUNICIPAL CORRESPONDENCE OFFICE

By the Controller of the Correspondence Department, Scarborough Corporation.

ONE interesting feature arising out of a re-organisation scheme carried out by the Scarborough Corporation some years ago, was the establishment of a Central Correspondence Department.

In many municipal offices and in commercial houses the central office for typists is not a new idea. Here at Scarborough the Local Authority has gone a step farther and not only is all the typing work done in one central office, but the correspondence is dealt with in all its aspects in that one department. Those who have to deal with correspondence in municipal offices may be interested in the methods adopted.

First, all the incoming mail, irrespective of the department to which it may be addressed, is delivered to the Correspondence Department where it is opened by the Supervisor and Staff. The letters are stamped with a Date Received stamp and also with a stamp in which spaces are provided for inserting the Central Register number and also the File Number. Details of the letters are then entered in a loose-leaf register in which the following information is recorded: (*a*) C.R. No., (*b*) name and address of sender, (*c*) subject matter, (*d*) department to which letter referred, (*e*) file number.

The letters are then sent to the appropriate departments attached to the files containing the previous correspondence and papers relating to the subject matter of such letters. It is, of course, essential that all letters should be ready in time for officials to deal with on their arrival. Each official then telephones for his particular typist, but all the typists are more or less conversant with one another's work, so that in the absence of any one girl the work of the department to which she is attached does not suffer. In the case of small departments the work is organised so that one girl is able to do the combined work of two or three departments. There is an additional advantage that if a special "rush" job is required by any department, a number of typists can be concentrated on the work.

After the letters have been dealt with by the department concerned they are, in due course, returned to the Correspondence Department for filing, together with carbon copies of any letters which have been written in connection therewith.

The Filing system is of particular interest. It is based on the Roneo Numeralpha system of filing under subjects. The basic principle is to keep in one file all letters inward as well as outward (together with all papers, reports, extracts from minutes, etc.) relating to any one subject. It is therefore possible by reference to a file to trace the complete history of any particular subject and to ascertain what the position is so far as each department is concerned. All correspondence relating to any one subject is filed together, irrespective of the departments which have dealt with it. Correspondence of a purely general character is specially provided for.

Pagoda and Waterfall, Peasholm Park, Scarborough

The first step in planning the filing system was to decide upon the main divisions or subjects which are arranged in alphabetical order in the cabinet. Then in the majority of cases each subject had to be sub-divided. The following is a typical example :—

Main Guide (or subject).—Insurances.

Sub-guides.—General: National Health Insurance: Fire: Third Party: Motor Vehicle: Boiler.

This is a straightforward example, but the system can be adapted to suit particular requirements. Altogether there are some 150 Main Guides and 1,500 Sub-guides in the system.

The Correspondence Department is responsible for the despatch of all correspondence. All out-going correspondence is copied on a Rotary Letter Copier as an additional check against the carbon copy system. Only one postage book is kept for all departments. All duplicating work for the various departments is carried out in the Correspondence Office, and one letter copier and one rotary duplicator now do the work required by all departments; whereas, prior to the re-organisation, each department had its own equipment. An addressing machine is used for all rate demand notes, dividend warrants, electricity accounts, wage envelopes, etc.

Printing is a branch of the department worthy of special notice. At the time of the re-organisation a Gammeter Multigraph was installed, and in addition to numerous forms for departmental use the council agendas and minutes are also printed by this process.

A great saving is effected by the centralised buying of stationery. The stationery stock room is part of the Correspondence Department itself, and from it all departments obtain their supplies.

Three messengers are engaged—one for indoor messages and two, provided with bicycles, for the delivery of local letters and urgent messages These girls are trained next as telephone operators, and eventually become typists, the principle of the office (which from the Supervisor downwards, is entirely staffed by women) being to fill vacancies by promotion from one grade to another. Thus girls grow into the work and have a splendid grounding in municipal routine.

N.P.S. AND LOGOMIA LIFE FUNDS AMALGAMATION

STATEMENT ISSUED TO N.P.S. POLICYHOLDERS

The following memorandum, signed on behalf of the Committee of Management by Mr. L. Hill, General Secretary, has been issued to the Life Assurance Policyholders of the Nalgo Provident Society. It is the desire of the Committee of Management that its contents shall be brought to the notice of every member, and, with that end in view, the memorandum is printed in this issue of LOCAL GOVERNMENT SERVICE.—ED. "

AT the annual general meeting of the Society held in Edinburgh on May 23, 1931, it was decided to approve the recommendation of the Committee of Management that the existing Life Funds of the Nalgo Provident Society and Logomia be combined. The effect of this decision will be to place all new Life Assurance business with Logomia and it is not proposed to issue life assurance policies on behalf of the Provident Society after June 30, 1931.

It is desirable that members should have before them the fullest information as to the desirability and necessity for the combination of these two life assurance funds. The object of this memorandum, therefore, is twofold, viz., (1) To obtain the consent of each individual policyholder to transfer his policy with the Nalgo Provident Society to Logomia; (2) To place before the policyholders as much information as possible with regard to the two societies and the scheme generally.

During the negotiations with Logomia on this question the Committee of Management regarded the best interests of the policyholders as of paramount importance, and with this in mind the Committee has no hesitation in recommending your acceptance of the offer.

WHY AMALGAMATION WAS DESIRABLE

Every local government officer will remember that as a result of the Local Government Act, 1929, Boards of Guardians were abolished and the Poor Law officers were placed under the County Councils or County Borough Councils.

The Poor Law officers had an Association of their own, the National Poor Law Officers' Association, and on April 1, 1930, this Association was amalgamated with the N.A.L.G.O.

Each Association had an insurance section, and the following are brief details of them :—

Nalgo Provident Society.—The Society was started in 1920 with two funds—(1) the Sickness Insurance Fund, based on deposit lines, and (2) a Death Benefit Fund of £20 payable at death and premiums ceasing at given ages.

In 1925 the following life assurance tables were added: Table III, Whole Life Assurance, Limited Payment; Table IV, Endowment Assurance; Table V, Simple Endowments.

The Society is a Registered Friendly Society and controlled by its members, who elect a Committee of Management at each annual general meeting. A person obtains the full rights of membership and can vote on all matters by taking up membership for one of the Society's benefits. Until recently the Committee of Management has consisted of members of the National Executive Council, but at the annual general meeting, 1931, three direct members were elected.

Logomia.—Logomia was founded in 1890 and until 1927 transacted fidelity insurance and insurance of cash in transit only. In 1927 it established the following life assurance tables: Table A, Whole Life Assurance; Table B, Whole Life Assurance, Limited Payment; Table C, Endowment Assurance. In the same year it also commenced to transact fire and householders' comprehensive insurance business.

Logomia is registered under the Industrial and Provident Societies Acts and is governed by its rules. Under its constitution it can issue shares at a nominal amount of £1, of which at present only 10s. has been called up, and it is very unlikely that further calls will be necessary. There are approximately 4,000 members, a large proportion of whom are already members of N.A.L.G.O. The shares are not transferable and in the event of death of a member the amount of his holding is paid into his estate. Out of the profits of the Fidelity Branch bonuses equivalent to 5 per cent. per annum have for many years been allocated triennially to the members. No part of the profits in respect of life assurance has ever gone to the members who were not Life Policyholders or to members of the Branch of Management, and under no circumstances will any part of those profits in future be distributed amongst persons other than the life policyholders.

After July 1, 1931, shares will be issued to the following only: (1) Existing members of Logomia; (2) Persons who are members or retired members or officers or servants of N.A.L.G.O. and wives and husbands of such persons.

The Board of Management consists of 12 members, 3 of whom are elected by the National Executive Council and the remaining 9 by the members at the annual general meeting. Five of the 12 members are already members of the National Executive Council. In order to transact life assurance business for an unlimited amount, Logomia has deposited with the High Court out of its general funds the sum of £20,000. The Life Assurance Fund is kept entirely separate from its other classes of business, and under no circumstances could the Life Fund be called upon to meet claims arising out of any other section.

COMPLETE AMALGAMATION IMPOSSIBLE

The following are paragraphs 8 and 9 of the Heads of Agreement passed at the Special Conference of the Association held on March 15, 1930, when it was decided to amalgamate the two parent Associations :—

8. That for the time being the National and Local Government Officers' Mutual Insurance Association, Limited, be retained as a separate activity of N.A.L.G.O. and the Provident Society of N.A.L.G.O. similarly retained with the one exception that after amalgamation all Life Assurance Policies received by both sections shall be dealt with as follows :—
   (*a*) Life Assurance Policies up to £300 to be put through the Nalgo Provident Society.
   (*b*) Life Assurance Policies over £300 to be put through the National and Local Government Officers' Mutual Insurance Association, Limited.
9. That as soon as possible a scheme be evolved whereby the whole of the Life Assurances of both sections shall be placed into one Fund.

Every avenue was explored to ascertain whether the Nalgo Provident Society and Logomia could be amalgamated as a whole. Counsel's opinion was obtained and it was found that a complete amalgamation was impossible for the following reasons :—

(1) There is no law which permits of the amalgamation of a Friendly Society with an Industrial and Provident Society.
(2) The Provident Society could have had its registry as a Friendly Society cancelled and have made application for registration as an Industrial and Provident Society. But even after changing its constitution the Society could not have taken over the Life Assurance business of Logomia without abandoning its present sickness insurance scheme and deposit business, because the capital required to make the £20,000 deposited with the High Court to enable the Society to transact Life Assurance business without limit could only have been raised by the issue of shares which would have to be withdrawable, and the Industrial and Provident Societies Act, 1893, provides that a registered society which has withdrawable share capital shall not accept deposits of more than 10s. in any one payment or more than £20 for any one depositor.

   The existing funds of the Society could not have been used to provide the deposit of £20,000 as they represent the accumulated moneys of individual members.
(3) Logomia, having withdrawable shares, could not take over the sickness scheme of the Provident Society.

It is obviously undesirable, unbusinesslike and wasteful for two sections which are equally engaged in the interests of N.A.L.G.O. in various mutual helpful operations to transact life assurance business. A scheme had to be evolved which would ensure the merging of the two life funds: (*a*) to the greatest advantage of the policyholders and (*b*) most expeditiously and most economically and with the least possible disturbance or interference with any of the other branches of work for which the Provident Society and Logomia are responsible.

It was therefore decided that this could best be achieved by making Logomia responsible for all life assurance business.

FINANCIAL STABILITY

The following shows the numbers of policies effected by both societies and the annual premium income at December 31, 1930 :—*Nalgo Provident Society :* Number, 989; sum assured £142,250; annual premiums, £9,219; amount of Life Fund, £29,526. *Logomia :* Number 351; sum assured, £73,868; annual premiums £3,814; amount of Life Fund, £9,416.

ACTUARY'S VALUATION

The two societies were valued by Mr. L. H. Clinton, Actuary, for the period ended December 31, 1930, and there is no doubt that both societies' life funds are in an equally strong financial position as shown by the following extracts from the Actuary's reports :—

NALGO PROVIDENT SOCIETY
Valuation Balance Sheet

	£
To Present Value of Benefits—	
Table II	5,12
Tables III, IV, and V	94,13
„ Surpluses—	
Death Benefit Fund	1,11
Life Assurance Fund	6,45
	£106,82

	£
By Death Benefit Fund	2,20
„ Life Assurance Fund	29,52
„ Present Value of Contributions :—	
Table II	4,03
Tables III, IV, and V	71,06
	£106,82

" The two funds are in a very healthy condition and the Society is to be congratulated on the excellent valuation result. A substanti

rt of the present surplus is due to the exceed-gly favourable mortality which has been experi-ced and to the interest earned in excess of the luation rate of 4 per cent. It is improbable at the light mortality so far experienced will ntinue and the present tendency is for rates interest to fall. On taking the foregoing nsideration into effect, I am of the opinion at if the Society wishes to maintain the rate bonus in the future, which it now declares, it ould limit the present distribution to a figure t much in excess of one-half of the amount of e surplus. The cost of a bonus declaration of per cent. on the sums assured of all Table III

"The Life Account is in a very healthy condition." "I am of opinion that a part of the surplus may with safety be distributed in the form of a simple reversionary bonus consisting of a percentage of the sum assured for each completed year of membership. I recommend that the amount of this bonus should be 2 per cent. of the sum assured for each such completed year."

The Actuary has stated that the cost of a £2 per cent. bonus would be approximately £1,350, leaving a balance of £1,552. In comparing the two valuations, it should be borne in mind that Logomia had been transacting life assurance business for only 3½ years as against 5 years in the case of the Provident Society.

The above is the audited accounts and balance sheet of Logomia as at December 31, 1930:—

As far as the Provident Society is concerned, it has already been announced that a bonus of £2 per cent. for each completed year of assurance will be credited to each policy and Logomia is crediting a similar bonus to its Policies.

The distribution of this bonus for the Provident Society will absorb about £4,000 of the surplus of £6,453 shown in the valuation balance sheet. It is the wish of the Committee of Management that the balance of the surplus, amounting to £2,453, should be definitely earmarked to the policyholders before it is passed over to Logomia. Accordingly, every member who decides to transfer his policy to Logomia will be credited with his share of this additional surplus, which will amount to approximately £1 per cent.

If any of the policyholders do not transfer to Logomia a proportionate part of the valuation surplus will have to be retained in the Provident Society's Life Fund to meet future contingencies.

The whole of their share in the surplus disclosed by the valuation of the Provident Society's Life Fund is to be distributed as bonus to those policyholders who transfer to Logomia; but less than one-half of the surplus disclosed by the valuation of Logomia's Life Fund is to be distributed to its policyholders. The balance (£1,552) is being carried forward to the next valuation period.

FIDELITY AND GENERAL, LIFE, EMPLOYERS' LIABILITY AND FIRE REVENUE ACCOUNTS.

For the Year ended December 31, 1930.

FIDELITY AND GENERAL ACCOUNT.

	£ s. d.	£ s. d.	£ s. d.		£ s. d.	£ s. d.	£ s. d.
nd at beginning of year ..	.. ..	2079 13 1		Claims prior to 1930	1069 2 6		
emiums, less re-insurances ..	.. ..	6682 10 8		Claims 1930	3062 10 7		
terest on Investments ..	904 2 2			Claims Burglary 1930	29 15 6		
come Tax recovered	167 12 1					4161 8 7	
come Tax recoverable ..	81 2 11			Expenses of Management		3251 0 6	
				Transferred to Profit and Loss Account ..		363 7 5	
		1152 17 2		Amount of Fund at end of year		2139 4 5	
			9915 0 11				9915 0 11

LIFE ACCOUNT

nd at beginning of year		5775 15 4		Surrenders		20 17 0	
emiums		3509 8 0		Expenses of Management		1109 11 4	
terest on Investments ..	1102 5 3			*Amount of Fund at end of year		9416 4 4	
come Tax recovered	95 19 0						
come Tax recoverable ..	63 5 1						
		1261 9 4					
			10546 12 8				10546 12 8

* THE AMOUNT OF THE ACCUMULATED FUND IS EXCLUSIVE OF THE DEPOSIT WITH THE HIGH COURT.

EMPLOYERS' LIABILITY ACCOUNT

nd at beginning of year		752 12 2		Expenses of Management			11 1 11
emiums		19 1 3		Transferred to Profit and Loss Account			1316 3 4
terest on Investments ..	856 12 9			*Amount of Fund at end of year—			
come Tax recovered	187 14 1			Reserve for unexpired risks, being 40 per cent. of Premium Income		7 12 6	
come Tax recoverable ..	11 5 0			Additional Reserve		492 7 6	
		1055 11 10					500 0 0
			1827 5 3				1827 5 3

* THE AMOUNT OF THE ACCUMULATED FUND IS EXCLUSIVE OF THE DEPOSIT WITH THE HIGH COURT.

FIRE ACCOUNT

nd at beginning of year		2067 7 6		Claims		17 13 7	
emiums		135 11 6		Expenses of Management		66 11 6	
				Amount of Fund at end of year		2118 13 11	
			2202 19 0				2202 19 0

PARTICULARS OF NEW LIFE ASSURANCES EFFECTED DURING THE YEAR.

(All within the United Kingdom.)

Number of Policies 73. Sums assured £17,827. Amount of yearly renewal premium income £872 1 8.

PROFIT AND LOSS ACCOUNT

For the Year ending December 31, 1930.

ransferred from Fidelity and General Account		363 7 5		Lease and Premises		1085 14 0	
ransferred from Employers' Liability Account		1316 3 4		Directors' Fees		750 0 0	
ease Renewal Account—				Directors' Fees Income Tax		179 12 9	
Balance transferred		1650 0 0		Audit Fee		157 10 0	
						2172 16 9	
				Balance transferred to Balance Sheet ..		1156 14 0	
			3329 10 9				3329 10 9

RESERVE FUND ACCOUNT.

alance, December 31, 1929		27949 8 7		Balance transferred to Balance Sheet ..		31613 3 7	
ividends		1399 14 2					
ppreciation of Investments		2264 0 10					
			31613 3 7				31613 3 7

ad Table IV members in respect of each *mpleted* year of membership prior to Decem-er 31, 1930, would be in the neighbourhood £4,000."

LOGOMIA

Valuation Balance Sheet

	£
o Present Value of Sums Assured ..	40,379
Surplus	2,902
	£43,281
y Amount at Credit of Life Account	9,416
y Present Value of Net Premiums ..	33,865
	£43,281

FINANCIAL POSITION AFTER AMALGAMATION

To place the whole of the Life Assurances in one fund under Logomia must give the Provident Society's Life policyholders far greater security than they have at present. The total amount assured by the Provident policies at December 31, 1930, was £142,250 and to meet the Society's liabilities under those policies there was a fund of £29,526.

The total amount assured by Logomia's Life and Endowment policies was at December 31, 1930, £73,868, but to meet the Association's liabilities under those policies there was the Life Fund of £9,416, plus £20,000 deposited with the High Court, and additional security was provided by a Reserve Fund of £31,613 and, if necessary, uncalled share capital amounting to approximately £48,000.

If the whole of the above-mentioned policies are placed in one fund, the total amount assured (at December 31, 1930) will be £216,118, and, instead of £29,526 to meet liabilities for policies amounting to £142,250 (the sum assured by both Provident at December 31, 1930), there will be available to meet liabilities for policies amounting to £216,118 (the sum assured by both Provident and Logomia at December 31, 1930):—

Life Fund	£38,942
Deposited with High Court	20,000
Reserve Fund	31,613
Uncalled Capital	48,000
	£138,555

The Provident Society's ratio of security to liabilities is £1 security to £4 16s. of liabilities for policies. If the two funds are combined, the ratio will be £1 security to £1 10s. of liabilities for policies.

The larger the number of policies in force, the better are the risks spread, with the result that there is greater security for the policyholders. To place the whole of the policies in one fund must, therefore, strengthen the position for each policyholder.

NALGO'S CONTROL OF LOGOMIA

As stated earlier in the memorandum, the National Executive Council elects three of the twelve members of the Board of Management of Logomia. It has, however, been arranged that the next three vacancies by death or resignation of the nine members who have not been elected by the National Executive Council shall not be filled, and that the number shall then consist of nine members, three of whom will be appointed by the National Executive Council, and the remaining six elected by the members in General Meeting. The National Executive Council will receive at each meeting a report from Logomia in a similar manner in which it receives reports from the other activities. As, in future, shares are to be issued only to members of N.A.L.G.O. and existing shareholders, and as the Annual General Meetings of Logomia are to be held in the same town and during the same week-end when the Annual Conference of N.A.L.G.O. is held, it follows that in a very short time the control of Logomia will be completely in the hands of members of N.A.L.G.O. Every Life policyholder in the Provident Society who transfers to Logomia will be entitled to attend and vote at the next Annual General Meeting of Logomia by virtue of the free share which is to be allotted to him.

Mr. L. Hill, the General Secretary of N.A.L.G.O., has been appointed General Secretary of Logomia, and the actual work of the Life Department will be carried out by the same staff as are now doing the work of the Life Departments of the Provident Society and Logomia. In addition, Mr. W. E. Lloyd, the Honorary Treasurer, is a member of the Board of Management of Logomia, and the accountancy work of that body is being transferred to the Accounts Department of N.A.L.G.O. Consequently, it may be anticipated that the Life Fund of Logomia in the future will be built up on exactly the same basis as that of the Provident Society's Life Fund, earning the same interest and being debited with the same percentage of administration expenses.

OFFER TO POLICYHOLDERS

(1) That the holders of Life and Endowment Policies and Simple Endowments in the Nalgo Provident Society, transfer their policies from July 1, 1931, and accept new policies from Logomia, for the same amounts and at the same (or lower) rates of premium, the date of the assurance under the new policy being the same as in the surrendered policy.

(2) That in order to provide the holders of these benefits with similar rights of membership as they have in the Provident Society, they accept from Logomia one £1 share (10s. paid). These shares will be the ordinary shares issued by Logomia and rank for all bonus additions and entitle the holders to attend and vote at the Annual General Meeting of members which will be held in the same town and during the same week-end when the Annual Conference of N.A.L.G.O. is held.

NOTE 1.—In the event of a policyholder ceasing to be a member of N.A.L.G.O. whilst eligible for membership, he will forfeit the share (with any bonus additions thereto) issued to him FREE of charge. The equivalent penalty under the Provident Society's Rules is the payment of an extra management fee of 9s. per annum.

NOTE 2.—Although a policyholder who receives one £1 share (10s. paid) will be liable to contribute the balance of 10s., should it be necessary for Logomia to make a further "call" it is most unlikely that this position will arise. Logomia has been in existence for forty years, and it has not been necessary for the members to subscribe more than the amount paid on allotment. On the contrary the shares appreciate in value the longer they are held. The present value of the holding of shareholders who took up shares shortly after Logomia came into existence is more than 4½ times the amount paid when the shares were first taken up.

(3) All certified profits made on life assurance business will be distributed amongst the policyholders.

(4) As from July 1, 1931, Logomia is adopting the rates of premium at present being charged by the Nalgo Provident Society under Tables III and IV.

(5) As from July 1, 1931, new shares and new policies will be issued by Logomia, Ltd., only to—
  (*a*) existing members of Logomia,
  (*b*) Persons who are members or retired members or officers or servants of the N.A.L.G.O. and wives and husbands of such persons.

(6) No separate Management fee will be charged to policyholders in Logomia the cost of administration being met out of the premium income.

(*Continued on page 205, column 2*)

BALANCE SHEET,

December 31, 1930.

LIABILITIES.

	£ s. d.	£ s. d.
Share Capital		
Issued, 100,156 shares of £1 each		100156 0 0
4,234 shares of £1 each, fully paid	4234 0 0	
95,922 shares of £1 each, 10s. paid	47961 0 0	
		52195 0 0
Share Suspense Account—		
Shares	103 0 0	
Bonus Addition	60 18 0	
Members' Interest	47 19 0	
		211 17 0
Shareholders' Balances Account		632 7 6
Reserve Fund		31613 3 7
Fidelity and General Fund (to meet notified claims)		2139 4 5
Life Assurance Fund		9416 4 4
Employers' Liability Insurance Fund		500 0 0
Fire Insurance Fund		2118 13 11
Sundry Creditors		3031 14 3
Profit and Loss Account—		
Balance, December 31, 1929	8642 14 7	
Less amount allocated as bonus at Annual General Meeting for 1930	6659 15 2	
	1982 19 5	
Add balance transferred for year ended December 31, 1930	1156 14 0	
		3139 13 5
		£104997 18 5

ASSETS.

	£ s. d.	£ s. d.
Investments (Market Values at December 31, 1930)—		
Deposits with High Court—		
In respect of Life Assurance Fund—		
British Government Securities	15977 15 11	
Indian and Colonial Govt. Securities	4313 5 0	
		20291 0 11
In respect of Employers' Liability Insurance Fund—		
British Government Securities	4914 14 0	
Indian and Colonial Govt. Securities	5803 7 8	
Home Railway Debenture Stocks	4894 7 6	
Home Railway Preference Stocks	3350 7 6	
		18962 16 8
British Government Securities	612 13 8	
Indian and Colonial Government Securities	16277 14 5	
Municipal and County Securities, United Kingdom	38258 2 6	
Railway Debenture Stocks, United Kingdom and India	3693 19 4	
Railway Preference and Guaranteed Stocks, United Kingdom	594 9 6	
		59436 19 5
Lease and Premises—		
Balance, December 31, 1929	1685 14 0	
Less transferred to Profit and Loss Account	1085 14 0	
		600 0 0
Sundry Debtors—		
Interest accrued on Investments	1464 1 0	
Income Tax recoverable	258 9 0	
Sundries	120 4 3	
		1842 14 3
Furniture and Fittings		417 5 10
Cash—At Bank	3434 12 0	
In Hand	12 9 4	
		3447 1 4
		£104997 18 5

MIDDLESEX COUNTY COUNCIL BILL

PROTECTION OF OFFICERS

By the LEGAL SECRETARY

THIS Bill, which makes further provision for the disposal of sewage in the county of Middlesex, provides that the County Council shall exercise the powers of the Act so as to be in a position to receive and dispose of the sewage from the whole of the sewerage district by October 1, 1935, and when the Council are in the position to receive and dispose of the sewage of any constituent district they shall as soon as practicable give notice to the local authority of such district and make such alterations in the sewers and sewerage system of such authorities as may be necessary in order that the sewage of such district or part thereof may communicate with the Council's sewers and that such sewage may be received in the Council's sewers and disposed of by means of the Council's works.

As from the date on which the sewage of a constituent district or any part thereof is received into a sewer of the Council the local authority of that district shall cease to be responsible for the disposal of the sewage thereof or of such part (as the case may be).

The Bill further provides that the Council and the local authority for any district outside the sewerage district and whether within or without the county may enter into and fulfil agreements relative to the use by such local authority of the sewers and works of the Council and the discharge into such sewers of sewage from the district of such local authority whether such use and such discharge are intended to take place immediately or at any future date.

As originally introduced, the Bill contained no provision for the compensation of officers who might suffer loss of office or emoluments in consequence of it. The position was a somewhat difficult one because it could not be shown that the work of disposing by the County Council of the sewage of any of the constituent authorities or of local authorities outside the sewerage district would take place on a particular date; the changes would be made from time to time. Representations were made to the County Council that compensation provisions ought to be inserted in the Bill and the Association was invited to submit a draft clause. During the negotiations between the Association and the Council it became known that the Council might be willing to take into their service officers of the local authorities concerned who are engaged in sewage disposal. A number of the officers who might be taken over are contributing under the Local Government and Other Officers' Superannuation Act, 1922, and, therefore, it was very desirable to get into the Bill provisions to preserve their superannuation rights on their entering the service of the County Council, which has a superannuation scheme established under local Acts, and such provisions were included in the clause drafted on behalf of the Association. With certain slight alterations the County Council has accepted the clause submitted by the Association and it now appears as Clause 36 of the Bill, which is as follows:—

EXISTING OFFICERS

(1) In this section unless the context otherwise requires:—

"Local authority" means the local authority of a constituent district and the local authority of any district outside the sewerage district with whom an agreement may be made under the provisions of the section of this Act of which the marginal note is "Agreements between the Council and local authorities"; "Officer" includes a servant and any person whose salary or wages is paid by a local authority; "The Act of 1922" means the Local Government and Other Officers Superannuation Act, 1922; "The Superannuation Acts" means the Middlesex County Council (Superannuation) Acts, 1921 to 1930.

ENROL FOR THE
N.A.L.G.O.
SUMMER SCHOOL

VACANCIES ARE
STILL AVAILABLE

(2) The Council and any officer employed by a local authority in connection with the sewerage or the disposal of the sewage of their district may enter into and carry into effect an agreement (hereinafter referred to as "the transfer agreement") for the transfer of such officer to the service of the Council on such date as may be agreed and any officer transferred to the service of the Council in pursuance of any such agreement is in this section referred to as "a transferred officer";

(3) Every transferred officer shall hold his office by the same tenure and upon the same terms and conditions as if this Act had not been passed and while performing similar duties shall receive not less salary or remuneration and be entitled to not less pension if any than the salary remuneration or pension to which he would have been entitled if this Act had not been passed.

(4) If at any time within five years after the day on which he is transferred to the service of the Council any transferred officer is required by the Council to perform duties which are not analogous to or which are an unreasonable addition to those which he is required to perform immediately before the day on which he is transferred he may relinquish his office.

(5) Every transferred officer who relinquishes his office under the power conferred by subsection (4) of this section and every transferred officer whose office is abolished or whose appointment is terminated or whose salary is reduced within five years after the day on which he is transferred to the service of the Council because his services are not required or his duties are diminished and not on the ground of misconduct shall be deemed, unless the contrary is shown to have suffered a direct pecuniary loss in consequence of this Act.

(6) Where before the day on which any transferred officer is transferred to the service of the Council the local authority from whom he is transferred has whether alone or in combination with any other local authority adopted the Act of 1922 and that Act applies to such authority and the officer held a post which on that date was a designated post thereunder the provisions of subsection (1) of section 8 (reckoning service in case of transfer) of the Act of 1922 shall apply as if the Council had adopted that Act and had designated the transferred officer's post as an established post for the purposes thereof and as if he had been transferred to the service of the Council with the consent of the local authority in whose service he was immediately before his transfer.

Provided that the Council shall not by reason of anything in this subsection be deemed to have adopted the Act of 1922 except so far as is necessary for the purposes of this subsection.

(7) In their application to a transferred officer to whom subsection (6) of this section applies the provisions of the Superannuation Acts shall have effect subject to the following modifications:—

(*a*) For the purposes of the Superannuation Acts any service of a transferred officer before the day on which he is transferred to the service of the Council which would have been treated as contributing service for the purposes of the Act of 1922 shall be treated as contributing service;

(*b*) For the purposes of the provisions of the Superannuation Acts relating to the return of contributions, the contributions paid by a transferred officer under the Act of 1922 shall be treated as having been paid to the Council's superannuation fund;

(*c*) Where a transferred officer resigns his office under the Council and is not entitled to any superannuation allowance under the Superannuation Acts or to compensation for loss of office or employment under this Act but would otherwise be entitled to receive from the Council a sum equal to the amount of his contributions to the Council's superannuation fund then if the officer enters the service of a local authority who have adopted the Act of 1922 and is required to contribute to the superannuation fund established by such authority either alone or in combination with any other local authorities and if the officer informs the Council thereof at the time of tendering his resignation the Council shall pay to the local authority whose service he enters the amount of such contributions together with a sum which when added to the amount of such contributions will equal the sum which would have to be paid by the officer under section 8 subsection (2) of the Act of 1922 to entitle him to reckon his service with the Council for the purposes of that Act and such payment by the Council shall be deemed to be a payment by the officer for the purposes of the said subsection (2).

(8) Every officer who was in the service of a local authority on the first day of January nineteen hundred and thirty-one and who immediately before the date on which the sewage of such authority is received into the sewers of the Council is employed by such authority in connection with the sewerage or the disposal of the sewage of their district and who by virtue of this Act or of anything done in pursuance of or in consequence thereof suffers any direct

(*Continued on page* 203)

NALGO INSURANCES

THE Nalgo Provident Society combines sickness insurance with a savings scheme. Each year a distribution of the surplus contributions takes place and the portion which is credited to each member receives 3 per cent. compound interest whilst it remains with the Society. The accumulated surplus can be withdrawn, subject to the Rules, which is of great advantage to a member when in need of ready cash. Deposits are also accepted at a similar rate of interest and are withdrawable at short notice. A Death Benefit scheme for a maximum sum of £20 which is intended for funeral expenses, is also available to members.

Logomia, the latest addition to Nalgo's immense activities, transacts Fidelity Insurance on a very large scale. It also issues a Comprehensive Policy for Householders and Houseowners covering almost every risk to which a house and its contents are exposed. The rates of premiums are probably the lowest quoted in the Kingdom, but notwithstanding this, policies are renewed every sixth year free of charge provided no claims have been made. Logomia also includes Life and Endowment Assurance in its range of benefits and issues with "profit" policies for any amount. Usually no medical examination is required if under age 50.

MOTOR INSURANCE

Members of N.A.L.G.O. are reminded that most advantageous terms have been arranged for Motor Insurance through Messrs. Norman Frizzell & Partners, Ltd., Insurance Brokers, 97-99 Cheapside, E.C.2, a most comprehensive Policy is being issued by Underwriting Members of Lloyd's at a premium much lower than that quoted by any other company. Over 1,000 Policies have already been issued to members of the Association and there has been no cause for complaint regarding the settlement of claims. The "N.A.L.G.O." Policy has all the advantages of the usual comprehensive policy plus many others. The following are a selection of special rates for approved risks, warranted standard bodies and of modern manufacture :—

Morris Cowley	up to £200	11.9 H.P.	£8	5 0
Morris Oxford	„ £225	11.9 H.P.	£9	5 9
Morris Oxford	„ £275	13.9 H.P.	£10	6 3
Morris Oxford	„ £300	14.9 H.P.	£11	2 9
Morris Oxford	„ £350	15.9 H.P.	£11	15 3
Ford	„ £200	22.4 H.P.	£8	5 0
Ford	„ £200	14.9 H.P.	£10	6 3
Trojan	„ £150	.. .. ..	£8	5 0
Chevrolet	„ £200	.. .. ..	£10	6 3
Overland	„ £270	.. .. ..	£10	8 0
Dodge	„ £335	.. .. ..	£11	7 0
Durant	„ £200	.. .. ..	£10	6 3
Austin "7"	„ £200	.. .. ..	£7	4 6

A "no claim" bonus of 20 per cent. is allowed off the renewal premiums. Members can have full confidence in this scheme and those who desire to discontinue their present insurance and take out the "N.A.L.G.O." Policy will be allowed a "Transfer No-claim Bonus" equal to the bonus offered by their present company.

Proposal forms can be obtained from Headquarters, branch secretaries or from Messrs. Norman Frizzell & Partners, Ltd.

BIRMINGHAM OFFICE

The offices of the Association in Birmingham have been removed to York House, Great Charles Street, Birmingham. The new telephone number is unchanged, viz: Central 1836.

LONG SERVICE

SINCE the appearance in the May issue of LOCAL GOVERNMENT SERVICE of a letter from Mr. A. C. Cox, who claimed forty-seven years active service under the Dorset C.C., a number of readers have written to the Editor giving details of their own service or of that of others in their department.

Mr. A. C. Cox writes :

"Referring to my letter which you kindly inserted in the May issue of the LOCAL GOVERNMENT SERVICE, I have received letters from three officers with long service under the same authority, viz.: Thomas W. Batey, Northumberland C.P. and C.C., over forty-four years since December 2, 1886; T. K. Bowler, Derbyshire C.P. and C.C., 41¾ years, since August, 1889; H. G. Powell, Worcester Corporation, over forty-seven years, since March, 1884, as compared with over forty-five years service by myself under the Dorsetshire C.P. and C.C., since March, 1886.

All the above mentioned bear witness to the vast growth in administrative work and staffs since 1889.

Yours truly,
(Signed) A. C. Cox.
Electrical Registration Department,
Dorset C.C.

Mr. Peter Wright points out that he commenced working with Southport Corporation (Highways and Works Department), on February 12, 1886, and is still in their service as Chief Clerk. He commences work at 7.30 a.m. each day, and has never been late, having only had about six week's sickness during his forty-five years' service. He attributes his good health to the fact that he is a total abstainer, and a non-smoker, and to the spending of his spare time working in out-door pursuits.

Mr. Alfred Newman, Clerk to the Cosford Rural District Council, is one of those now in active service who were in office when the Act of 1888 came into force. In January, 1883, when only twenty-two years of age, he succeeded his father, who had held the offices of Clerk to the Cosford Board of Guardians and Rural Sanitary Authority for thirty-seven years. Thus he has held the clerkship to the District Council for nearly forty-nine years.

Recent retirements after a long period of service include Mr. Geo. Baxter, City Engineer and Housing Director, Dundee, who, having completed fifty years service has, in his retirement, been appointed consulting Engineer to the Corporation. Last month saw the completion of forty years' service by Mr. W. C. Toms, deputy Town Clerk, Camberwell.

WEDNESBURY OFFICIAL

The Wednesbury Corporation is shortly to lose Mr. Edward Wilson, Borough Treasurer, who has served under that authority for forty-eight and a half years. He commenced duties at Wednesbury in the Town Clerk's Department in 1886, after four years' experience under the Local Board of Health.

Mr. E. G. Adlam, clerks office, Somerset C.C., has completed forty-five years' service, having entered the service on May 3, 1886. He has served under four Clerks of the Peace. The officer whom he succeeded as Chief Clerk in 1924 was Mr. T. W. Meek, who then retired at the age of seventy-three, on the adoption by the County Council, of the Local Government and Other Officers' Superannuation Act, 1922. He had served in the office for fifty-four years. Another clerk, Mr. W. S. Palmer, also retired under the Act, in 1924, after service amounting to forty-five years. Thus three long periods of service in one office.

On June 4, Mr. H. A. Bayliss, who has just retired from the position of Mace-bearer and Deputy Hall-keeper at the Westminster City Hall after twenty-nine years' service, was the recipient of a "Grandmother" Clock in dark oak with Westminster Chimes, subscribed for by members of the City Council's Staff at the City Hall.

CONFERENCE ASIDES

IT was, I think, appropriate, having regard to the presence in Edinburgh of the Church Assembly, that a biblical note should be sounded from the commencement. I question, though, the appropriateness of likening the ex-President to Jonah, save that he has been so long a time bounded by the interior of things Nalgo and now emerges into the freedom of semi-retirement. The suffocating confines of the inner circle of the N.E.C. would have been too much for any ordinary person. I would prefer the Arthurian simile, and Excalibur will not rust though it be not wielded by King Arthur. Whilst dealing with passings, I regret the hint of the final appearance of my old opponent Auchenshuggle; but need he have synchronised his passing with a speech of twenty-five minutes' duration, particularly on so threadbare a topic? He too, perhaps, like our ex-President, desired to get "the thing on his chest" off. When he inquired "Have I to conclude?" there wasn't any doubt about the "ayes" having it. Fare thee well, Auchenshuggle! I cannot visualise you in retirement. I still remember your query at Rothesay, "May I ask you a question, Mr. President, to save time." I fear you will end your days saving time—never doing it, I hope. Scotland needs must have a Pretender, but please remember there is and can be only one Fair of Wigan.

The student of nomenclature will find much of interest in the names of delegates. A representative of Royalty being present, it was appropriate to have in attendance two Kings and a Pharaoh. Appropriate also to have ecclesiastical representation—there were Parsons, Abbotts, a Dean, and a Bishop. These, of course, would have been handicapped without a Creed.

NAMES AND MANNERS

Being in Scotland, there was a Bruce and, in case he brought his spider, a Webb. I did not observe any Hikers, but there was an Ambler and a Trudgett. The Hunter had a golden opportunity of a Brace of, say, Wildgoose or Woodcock, or a pot shot at a Drake, a Swan(n), a Heron, a Hart, or Hares. I observed one or two other birds about the conference hall, particularly a charming little Finch.

Devotees of Izaac Walton had the Salmon, the Garnet(t), or the Whiting to play with. Farmyard friends were present—Cock(e), Crow, Hatch, and Chick forming a suitable quartet.

Comestibles could be prepared by the Bakers and the Millers, with a plentiful supply of Butters, Salt, Ginger, and Pepper for seasoning.

As for Beveridges, there was a choice of Waters (chiefly confined to Headquarters, due to the presence of Price), Port, and Younger. She(e) was there, too—unfortunately, next to Slowman.

At the close there was at least one man who left Edinburgh with a Shilling to his name.

What many persons would like to know is :—

Who was the delegate who had only one active ear?

Who were the two members of the N.E.C. who danced the "Tango Fantastique" at a late hour at the —— Hotel in unusual attire?

Who was the delegate at the same hotel who was mistaken for a delegate to the Church Assembly?

Why the manageress of the New Adelphi put all the delegates on the same floor and was she glad when they left?

Which *was* the Headquarters Hotel?

Which was the Garrard Session and why?

* * *

Like Egypt when the Hebrews left, Edinburgh was glad at our departing—the Walls stood the strain superbly. It certainly appeared a genuine request to the President, "Will ye no come back again," and some of us hope to be with him when he returns.

It is written "The Lord called Samuel." Our Lord is also called Samuel, and called to Nalgo too; we hope to meet him at Weston-super-Mare or Mary. The N.E.C. must tell us which is correct. APPIUS CLAUDIUS.

LIBRARY SERVICE

WE are now approaching the time for the renewal of the Library service arranged with Messrs. Boots Booklovers' Library. It is quite evident from the increasing membership that this scheme is giving entire satisfaction. We wish to draw the attention of all members desirous of renewing their subscriptions for the ensuing year to the methods which will be employed in future. The present subscription will expire on July 31, and we are anxious that the renewal of these subscriptions should take place with the least possible inconvenience to members and to Messrs. Boots.

All members desirous of renewing their subscriptions should obtain a Renewal Application Form from the Branch Secretary. This form is only issued to bona fide members of the N.A.L.G.O. and is endorsed accordingly. The forms should be filled in and accompanied by remittance, handed to the Librarian of the local or most convenient branch of Messrs. Boots Booklovers' Library. The membership token at present in the member's possession should be presented with this application for renewal.

It is essential that application for renewal should be made on or before August 1 in order to avoid delay in the issue of the new token. The new membership token will be available within six days of the date of renewing the subscription, and an opportunity should be made of collecting this within this period from the branch at which payment was made.

Failing the renewal any subscriber detaining the property of the Library beyond the period subscribed for will be charged for such detention. Whether subscribers renew or not, present tokens must be surrendered upon expiry.

SPECIAL TERMS

To members who have not yet availed themselves of the special terms with Messrs. Boots we quote the same as follows :

Class "A."—Entitling the token-holder to all works in circulation, including the newly published works, for a period of twelve months .. .. .. 15s. per volume.

Class "B."—Entitling the token-holder to all works in circulation, excluding the newly published works (usually volumes are placed in this class about four to eight months after publication), for a period of twelve months. 5s. per volume.

Subscriptions are limited to TWO volumes per member.

In order to meet the convenience of those members who do not desire immediately to take up this scheme, application forms will be supplied at any date, but the remittance should accompany the form when handed to the Librarian of the branch, as stated above, assessed at :—

In the case of Class "A" 1s. 3d. per month or part thereof, and

In the case of Class "B" 5d. per month or part thereof, to expire on the ensuing August 1.

Branch Secretaries should write to the Nalgo Headquarters for supplies of the Application Form, stating the number required. These forms can be used for new subscribers as well as for renewals and by *all* N.A.L.G.O. members.

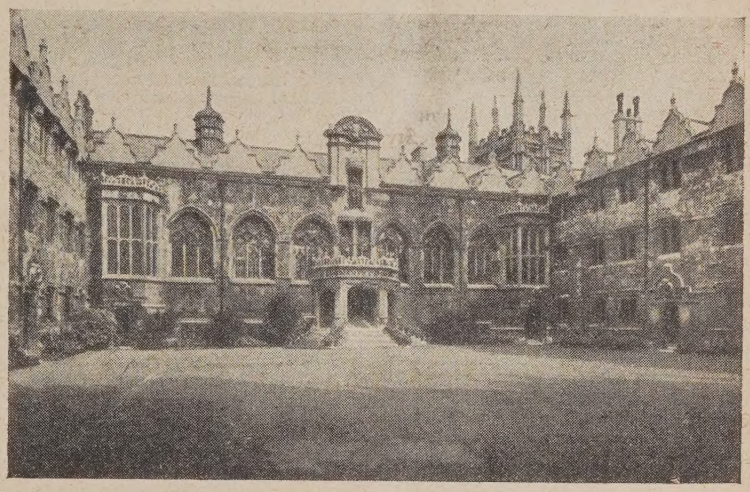
MISS GAUKROGER

Miss Eleanor Gaukroger, who during a visit to the Scottish War Memorial at the recent Nalgo Conference in Edinburgh, sustained injury to her foot as a result of being knocked down by an Army lorry, left Edinburgh Infirmary on June 15. The injured limb is healing well, and Miss Gaukroger intends to proceed with her plans for crossing to America after a rest of a week or two. Miss Gaukroger speaks highly of the care and kindness extended to her during her detention in the hospital. "Nothing has been too much trouble, and every possible precaution has been taken against after effects and to ensure a permanent cure," she writes.

STUDENTS' NOTES

THE SUMMER SCHOOLS

THERE is still accommodation available at the Association's Summer Schools at Oxford and St. Andrews, and the booking list will be kept open until all the rooms have been taken. The Summer Schools give officers a wonderful opportunity of meeting people who are in the vanguard of the development of local government and of joining in discussions and yet there is sufficient of the holiday spirit and change of surroundings to make the whole affair thoroughly enjoyable.



ORIEL COLLEGE, OXFORD

CORRESPONDENCE INSTITUTE

SOME students who are studying for professional examinations are fortunate in having good tutorial classes and student societies within their area, but the majority of these students find that their examinations are entirely divorced from teaching by geographical difficulties. N.A.L.G.O. realises that few people can interpret their own experience without assistance and that it is a rare phenomenon to find anyone who can trace his way unaided among the mass of general theoretical problems of social, economic and legal science to which their work relates. The Association has therefore provided correspondence courses of study for most of the examinations which Local Government Officers have to take and full particulars are contained in the general prospectus of the Nalgo Correspondence Institute, which will be sent to all interested inquirers.

The Institute has been following along a path of steady improvement and expansion for a number of years. Its tutorial panels have been considerably strengthened and its study papers extended. Moreover, arrangements are now being made for a Director of Studies to be appointed for each group of courses. The Director of Studies is a chief officer in the branch of the service to which the course relates and so brings mature experience and knowledge to the scheme for the student's benefit.

That all these improvements and developments are having a good effect is shown by the following figures :—

Coaching fees for 1925, £1,557.
Ditto for 1930, - - £2,738.

Other statistics could be produced but the tale is the same throughout. From the figures available for 1931 there is every sign that there will be an increase for this year in the coaching fees received.

Examination successes are good also. For instance, at the last Board of Trade examination for Inspectors of Weights and Measures—an examination which is noted for its stiffness—no less than 86 per cent. of the successful candidates were students of the Nalgo Correspondence Institute.

Local government students should follow our slogan and "*prepare for Honours with the N.C.I.*"

THE PRIZE ESSAY

THE receipt of essays from the following is acknowledged : "Aca," "Bon-Accord," "Good-Luck," "Inverugi," "Newcomer," "Oratio Obliqua" and "Walverdene." Essays received after June 19 are not included in this list.

OFFICERS' REUNION

Omitted from the report of the Metropolitan Officers' Reunion, at the Queen's Hall, on April 24, in the June issue of LOCAL GOVERNMENT SERVICE were the following names of winners of challenge trophies :

FOOTBALL

Team Competition, The Metropolitan District Football Shield : Hampstead 1, Middlesex 2.

GOLF

Individual Competition, The "Municipal Journal" Challenge Cup : No competition.

LAWN TENNIS

Ladies' Doubles Tournament : The "Lady Duncan Watson" Cup : East Ham 1, Lambeth 2.

Mixed Doubles Tournament, The "St. Marylebone" Cup : Croydon "A" 1, Croydon "B" 2.

Gentlemen's Doubles Tournament, The "Willesden" Cup : Lewisham 1, Willesden 2.

Ladies' Singles Tournament, the "Mrs. G. E. Brydges" Cup : Miss F. C. Wells (East Ham) 1, Miss A. Dickens (Ealing) 2.

Gentlemen's Singles Tournament, The "Mrs. G. E. Brydges" Cup : Mr. J. C. Stevens (Hammersmith) 1, Mr. W. J. Knight (Barking) 2.

BRANCH & DISTRICT NEWS

BATH

The services of Mr. W. J. Hull, Borough Accountant, Mr. A. E. Chick, Town Clerk's Department, Mr. W. P. Browning, Rates Department and Mr. C. M. Warner, each of whom have reached the ages of sixty-five years are to be retained by the Bath City Council for a further period of twelve months. Mr. T. H. Cuthbert, of the Borough Accountant's Department, having passed the final examination of the Institute of Municipal Treasurers and Accountants, has been granted a merit award of £15 per annum in addition to his salary.

BLACKPOOL

The General Secretary, Mr. Hill, and Sir Tom Percival were members of a deputation which met a committee of the Blackpool Town Council on June 5 to discuss the question of the revision of salaries. The Blackpool Corporation, who are members of the Lancashire and Cheshire Officials' Whitley Council eventually agreed to a suggestion that they should postpone further consideration until the Whitley Council had reported on a reference which had been made to them to consider whether the Whitley scales should be revised having in mind the present economic situation.

DARLINGTON

The D.O.S. has met the Salaries Committee of the Darlington County Borough Council on three occasions recently, with respect to the proposed stabilisation of salaries.

In accordance with a request made by the Association, the Darlington Town Council have agreed to discuss questions relating to salaries and promotion of local government officers in private session.

DURHAM

Much dissatisfaction is felt by Relieving Officers and others in the County of Durham with reference to the manner in which their claims for compensation have been dealt with by the County Council. The Association has these matters in hand with a view to seeing that the provisions of the Local Government Act, 1929, are properly carried into effect.

DURHAM

The Shire Hall (Durham) Musical Society, conducted by Mr. Sydney Parker, achieved considerable success at the North of England Musical Tournament, held at Newcastle-on-Tyne from May 29 to June 6. In the class for Commercial and Industrial Choirs (mixed voices) the Society's choir was awarded the "Monteverdi" Banner and Silver Medal to the conductor, and, in the Female Voice Section of the same class, the ladies of the choir were awarded the "Palestrina" Banner and Silver Medal to the conductor. Mr. Julius Harrison, the composer and conductor, was the adjudicator, and he commented most favourably on the choir's singing. In the open class for String Orchestras the Society's Orchestra gained 90 marks, and was awarded the "Mrs. Angus Watson" Trophy —the adjudicator in this class being Mr. Arthur Catterall, the violinist and leader of the B.B.C. Symphony Orchestra.

FELLING AND HEBBURN

On Thursday, June 11, the Felling and Hebburn Branch held its first summer outing, a party of about sixty members, friends and councillors travelling by motor coach to Melrose and Kelso (the land of Sir Walter Scott). Favoured by splendid weather, the party had a most enjoyable day. The thanks of the branch are due to the Felling and Hebburn Councils who kindly granted a day's holiday for the occasion.

EPSOM

The annual summer excursion of the Epsom Municipal Officers' Association took place on Thursday, May 28, charabancs conveying the party to Brighton. The weather was ideal for the occasion and everyone thoroughly enjoyed themselves.

HAWARDEN

A successful conclusion has been reached in an appeal made to the Ministry of Health against the decision of the Flintshire County Council on the claim of an officer to compensation under the Local Government Act, 1929, in respect of loss of office as Assistant Clerk to the Guardians of the Hawarden Union. As a consequence, the compensation has been increased from £9 13s. 2d. to £13 13s. 8d. per annum, as from the June 1 last.

HORSHAM

A meeting of officers of the Horsham U.D. and of the Horsham R.D. Councils was held recently in Horsham, when the D.O.S. attended and explained the objects and work of Nalgo. It was unanimously decided to launch a branch. The commencing membership of the new branch is twenty-four, but it is anticipated that if the officials of two or three adjoining authorities can be induced to join, membership may approach fifty. The Honorary Secretary is Mr. R. L. Fisher, and the Chairman for the ensuing year, Mr. Partridge.

HULL

Some time ago a lady member of the Hull Branch unfortunately lost her life in a lift accident at the Guildhall. The Corporation denied liability. The Association, however, has been dealing with this matter, and a satisfactory offer has been made to a dependent of the deceased member.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by July 17 for the August issue.

News of events which take place later—up to July 19—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C.2.

JARROW

It is understood that the Town Council at Jarrow-on-Tyne are considering the question of annual leave of officers and members of the staff generally.

KIDDERMINSTER

The Kidderminster R.D.C. has decided to join with the County Council in a superannuation scheme for the officers under the Local Government and Other Officers' Superannuation Act, 1922.

LEEDS

At a recent meeting of the General Purposes Committee of the Leeds Corporation, consideration was given to the grading of Relieving Officers and Assistants. After deputations representing these officers had been heard, it was decided to make representations on their behalf through the medium of the Joint Committee. Holders of Policies under the Nalgo Provident Society were invited to a meeting of the Provident Society sub-committee on May 4, when a poor attendance decided to support the amalgamation with Logomia Ltd.

The branch is to run a golf competition for the cup presented by the President, Mr. J. E. Acfield. It is the donor's wish that all Corporation Departments should be allowed to enter the competition; it cannot, therefore, be limited to members of Nalgo—many departments are not eligible to membership of the Association.

LEICESTERSHIRE

Propaganda meetings arranged by the Leicestershire County Officers' Association at Loughborough and Ashby-de-la-Zouch were addressed by Mr. L. E. Rumsey, Deputy Clerk of the County Council, and Mr. J. E. N. Davis, Divisional Organising Secretary. There was an encouraging attendance of Public Assistance Officers at both meetings, and it is hoped keen interest in the Association has been aroused.

NORTH WALES DISTRICT

The first annual combined outing of the North Wales branches took place in the Maentwrog Valley (Merioneth) on June 6. Over 200 members and friends travelled by road from all parts of the district. The North Wales Power Co.'s works, reservoir, etc., were visited and an enjoyable afternoon spent in the open country. A general rally, at which addresses were given by Mr. L. Hill, the General Secretary, and Mr. Haden Corser, the Divisional Organising Secretary, figured in the day's programme. The committee were congratulated on the excellent arrangements and special tribute was made to Mr. R. Hext (Colwyn Bay), the Hon. District Secretary, who organised the outing.

PONTYPRIDD

A successful meeting in connection with the newly formed branch of N.A.L.G.O. was held at the Central Homes on May 12. Mr. F. J. Edge was in the chair. An interesting report on the Executive Meeting was given by Mr. Percy James, and all matters arising therefrom were satisfactorily dealt with.

PONTARDAWE

Mr. J. E. N. Davis, D.O.S., recently addressed the Council on the desirability of adopting a grading scheme and salaries scale. A special committee was appointed to meet Mr. Davis and consider the application.

SOLIHULL

The Rural District Council Officers have formed a branch of N.A.L.G.O. Mr. R. D. Williams is acting as Hon. Secretary and Mr. A. J. Davies as Hon. Treasurer.

SOUTH SHIELDS

Indignation is rife in South Shields in respect of the alleged incomprehensible attitude of the Council in its treatment of the Health Visitors. Owing to the low rate of salary paid, two Visitors recently secured appointments elsewhere, and the Council decided not to fill the vacancies. The Ministry of Health, however, informed the Council that they must appoint additional Visitors. A professional journal refused to accept an advertisement at the salary offered, and the Council spent a considerable amount of money in advertising in other papers. No applications were received, and a resolution eventually was passed that the vacancies be advertised at salaries of £180 per annum, rising to a maximum of £200 per annum. Only one applicant was qualified, and duly appointed. The Committee passed a resolution recommending that the salaries of the other Health Visitors, whose service ranged from sixteen years, be raised to the same salary being paid to the newcomer. At the Council Meeting disparaging remarks were made concerning the nursing profession, and the Committee's recommendation was rejected. We have, therefore, the Gilbertian situation of a newcomer into a department having a commencing salary of £30 per annum in excess of other well qualified Visitors, with many years' loyal service. The Association is dealing with the matter.

SOUTH-WEST DISTRICT

On the occasion of the meeting of the S.W. District Committee in Gloucester recently, members of the Gloucester City Branch took the opportunity afforded by the presence of the Mayor to present their Honorary Secretary, Mr. Charles J. Luker, with a gold watch, suitably inscribed, in recognition of his twenty-one years honorary service as Secretary of the branch. The Mayor expressed the hope that Mr. Luker would be long spared to carry on the work in the ancient city which he had served with distinction and sincerity.

BRANCH & DISTRICT NEWS

SUNDERLAND

A notice of motion submitted to the Sunderland Town Council meeting to set up a special committee with a view to reducing salaries and wages of the Corporation staffs was defeated.

ST. PANCRAS

The annual dinner, concert and dance of the St. Pancras Branch of N.A.L.G.O., was held recently at the Holborn Restaurant, at which about 130 members and friends, including Mr. H. Slater, Divisional Organising Secretary, were present. Mr. A. Powell Coke, Town Clerk, occupied the chair and was supported by all of the chief officers of the Council. Artists contributing to the concert were: Mr. Frederick Yule, baritone; Miss Edith Faulkner, entertainer; and Mr. Leonard Dove, accompanist. Dancing continued until midnight, music being provided by George Roe's "Regina" Orchestra, which also played during dinner. The function was voted by all present as the most successful of its kind hitherto held by the branch.

STEPNEY

Negotiations have been taking place between representatives of the Stepney B.C. and the staff in regard to an application by the latter that steps may be taken with a view to the Council applying to their officers and clerks the consolidated scales of salaries adopted by the London District Council for Local Authorities' Administrative, Technical and Clerical Services. The staff Joint Committee has reported adversely upon the adoption of the scale in its entirety and recommends, as an alternative, the adoption of Grade A of the London District Council scale, subject to a proviso that an officer or clerk shall, before becoming entitled to a salary in excess of £250 per annum, be in possession of such educational qualifications as will, in the Committee's opinion, justify further progress in the scale.

The right of the staff to re-open the negotiations upon the original proposal is not impaired by the Council's adoption of this recommendation.

TOTTENHAM

Nearly eighty members of Tottenham District Council staff participated in the annual outing promoted by the local branch of N.A.L.G.O. Eastbourne was the objective, and soon after 8 a.m. the party left in motor coaches, and had a pleasant trip to the coast. Dr. D. Kirkhope, Medical Officer of Health, president of the branch, took the chair at the dinner, Councillors E. Frost and J. Wallace being present. The party spent an enjoyable afternoon and arrived back in Tottenham about 11 p.m.

WALTON

The colleagues in Nalgo of Mrs. M. M. Roberts, Matron of the Walton Hospital, are gratified with the conferment of the M.B.E. on Mrs. Roberts by His Majesty the King. Mrs. Roberts has always been keenly interested in the organisation and work in the Poor Law service and was a member of the first Whitley Council in connection with the N.P.L.O.A.

WELLINGBOROUGH

The Wellingborough and District Branch held a river outing on Saturday, June 6. Hurdlefoot Woodlands, "The Bedfordshire Lido," was visited, where arrangements had been made for boating, bathing, tennis, and tea. The weather, although somewhat unsettled later in the day, was fine during the afternoon, and everybody had a thoroughly enjoyable time.

WEST HARTLEPOOL

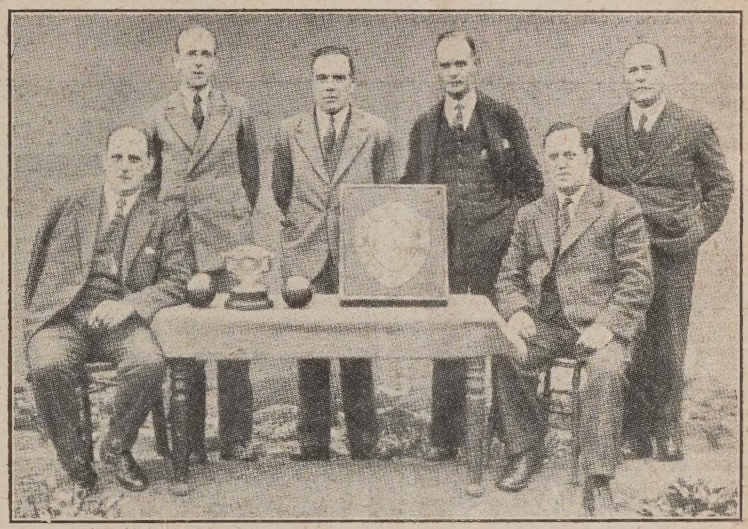
The West Hartlepool T.C., at a special meeting, addressed by the D.O.S., discussed a notice of motion signed by five members, designed to reduce salaries on a sliding scale. The motion was not carried, but a special committee was appointed to inquire whether economies could be effected in the administration generally.

WEST BROMWICH

As the County Borough Council have decided to take a further ballot of officers and servants as to superannuation, a special general meeting of members has been held, when addresses on the subject including the Council's proposals were given by Mr. J. E. N. Davis, Divisional Organising Secretary, and Mr. W. E. Veasey, Borough Treasurer.

YORKSHIRE DISTRICT

An interesting statement showing the membership of the various branches in the Yorkshire District was submitted to the Yorkshire District Committee by Mr. J. B. Swinden, D.O.S. The figures (paid up members) for October 31 showed the membership to be 7,353, as against the previous year's 5,897—an increase of 24.7 per cent. The District membership has increased since 1924 from 4,346 to 7,353.



WINNING TEAM: THE BOWLS TROPHY

In connection with the recent conference of N.A.L.G.O. at Edinburgh, bowling and golf competitions were held. The Hugh Begg Cup for bowling was won by a rink composed of members of the staff of Edinburgh Sanitary Department, and the Walker Shield for golf was also won by a member of that department. Our group shows the winners, who are accompanied by Mr. George Lawson, chief clerk of the Sanitary Department, local conference secretary.

SCOTTISH NEWS

By the D.O.S.

IT is pleasing to have evidence that this page is read not only by our Scottish members but by some on the other side of the Border. There is, however, a fly in the ointment. The evidence in this instance arises through a mistake in printing. The paragraph headings in last month's Scottish News were omitted, probably owing to lack of space. It appeared, therefore, as if Lanarkshire County Council, so bent on "cuts," had passed a new Scale of Salaries for Draughtsmen. English colleagues were interested and wanted to know more about the doings of this extraordinary Council. The Scale, however, was instituted by Edinburgh Corporation.

While we are at it, we might as well explain in connection with this new scale that there is at present a little dispute about the placings of some of the men on the scale. It is, however, a sort of storm in a teapot, and in a short time we hope to come to a satisfactory arrangement with the powers that be. The D.O.S. was in attendance at a meeting of the Electricity Sub-committee on June 12, but the committee decided to adjourn consideration of the question of placings until their next meeting.

* * *

Applications have been received for accommodation for the Summer School at St. Andrews, but we should like all those who have expressed their intention of being present to send in their applications as soon as possible. The School meets on Saturday, July 11. One reason why we wish early application to be made is that we have still to arrange the sports and recreations. We cannot do this until we get to know the desires of the students in the matter.

There has been little change in the position at Lanarkshire with regard to the "cuts" in salary made by the County Council. We hear that some Departmental Committees of the Council are recommending to the Salaries and Wages Committee that no "cuts" be made; others, who formerly recommended increases, are now recommending no increases and no "cuts"; while others again are recommending no "cuts" with one or two exceptions. What the final upshot will be, no one can tell. In the meantime, our Association has decided, on the advice of Counsel, to wait no longer on a decision by the County Council regarding the suggested "Special Case" for consideration of the Courts, but to raise an independent action against the County Council with regard to the deductions made from the salaries of transferred officers. The matter is in the hands of our Edinburgh agents.

* * *

A small sub-committee of Glasgow Corporation, which the other day suggested "cuts" in wages and salaries, invited the Association to meet with them regarding the matter. The Minute of the sub-committee showed that what they proposed with regard to the technical, clerical and administrative staffs was to make the deductions due on a cost-of-living basis on the bonus or "working margin." The senior or chief officials, whose salaries have all been consolidated, were proposed for a percentage "cut." Messrs. Fox, Mortimer and Brodie attended the meeting as representing the Association and the Glasgow Branch and had a long interview with the members of the sub-committee. Consideration of the question was adjourned.

STAFF MANAGEMENT

By S. W. Collett, Chief Clerk, Health Department, Beckenham.

IT has been suggested that too frequently the young officer is allowed to get along on his own, and that not enough care is taken to watch the type of personality he is developing. The most obvious indication and the easiest to check is his attitude to the general public with whom he comes in contact.

N.A.L.G.O. HOUSE, MATLOCK

It is a strange thing that in public offices where a great many callers are received every day the youngest member of the staff is invariably detailed to receive them. It is claimed that this is reasonable and economical of time, but in point of fact it is nothing of the sort. No junior officer can be expected to be able to help callers very much—he has to direct them to someone else or fetch another person—frequently he takes a message incorrectly and to the wrong person. There is, therefore, delay to the caller—irritating and productive of a bad impression.

The reception of callers is a responsible job and its performance by someone selected for a pleasant personality and a good general knowledge of the work of the local authority will impart an impression of courtesy and promote efficiency, for such a person possesses information or knows where to obtain it in the least possible time.

The difficulty presented to chief officers in developing courtesy and efficiency in junior officers is that the senior is too far removed from them. Periods "on the carpet" effect some temporary stimulus, but they do not give that constant supervision which is desirable and they are not balanced by the little word of commendation which helps so much to encourage a youngster. The matter is so often left to these periodical "dressings down," frequently given without due consideration and given at a time when the junior is quite aware that he has been foolish and is likely to be made sullen by severity.

The "Patrol" System

The development of the idea of delegation of responsibility may be usefully carried into this phase of office life. There seems no good reason why immediate seniors should not be encouraged to make the supervision of the junior part of their work. All officers with, say, four men junior to them could be imbued with this idea and could be told that they would be held responsible to the chief officer for the behaviour of their "patrol." Such leaders would be grouped in a large office and the chief officer could express to them at a weekly meeting his ideas on the subject of developing the talents and correcting the deficiencies of junior members, and he could at the same time correct any assumption of arrogance on their part.

Such a scheme gives responsibility where it is needed and provides the chief officer with an intermediary whose control is more constant and likely to be more sympathetically received; and who are on the spot to give praise when it is due, while the meetings of these leaders give the chief officer an intimate link with his staff, and provide him with direct information, so eliminating any method of espionage which can be so irritating and definitely degrading. It brings the subject of staff management, courtesy and duty to the public to the forefront of the minds of the juniors where it is needed, and helps to fit them for greater responsibility when they attain promotion.

Setting an Example

It is agreed that in this matter of courtesy and keenness, the example should come from the top—the difficulty is to get an example felt and appreciated at the bottom. There is no suggestion of neglecting the sectional officers; the responsibility for the work and methods of work of the sections is theirs just the same—the system outlined deals solely with the development of a spirit and understanding the usefulness of which cannot be overestimated.

There are numerous possibilities of extending the working of such a scheme, as numbers make it desirable—but it does not depend upon large numbers for its practicability. Sectional officers in large departments can be grouped, and from them a staff board can be created, receiving reports from the junior men and able to put into operation methods of training and vocational guidance based upon a knowledge of the character and progress of junior members of the staff.

The science of public administration demands the services of experts, but the good administrator cannot be a soulless machine—he must be actuated by a real understanding of the ideals of the service, its duty to the public, and a sympathy for his staff and their aspirations. It is not expected that every junior officer will become an expert administrator, but the early realisation of the importance attached to a courteous and efficient personality and the opportunity of carrying out, in some small measure at least, the training of others, will assist the ambitious and provide a sure foundation upon which to build.

THE DIPLOMATIC SERVICE [?]

By "SNIKWOH"

SCENE: *Inquiry office of an Education Department occupied by a shorthand typist (screened from the vulgar gaze) two junior members of the staff (not screened—hence their marvellous impersonation of busy men) and, for the moment, the Chief Clerk.*

RAT-TAT!

"Come in."

A small belligerent-looking woman charges in, closely followed by a diminutive boy of dejected mien.

"Good afternoon, sir!" says the lady, addressing the unfortunate Chief Clerk, taken *en passant*.

"Good afternoon," replies that worthy, cautiously edging towards sanctuary.

"This boy," continues the lady, introducing a note of wrath and the dejected one, "'as bin sent 'ome from school, bin punched in the face and 'ad a bucket of water throwed over 'im by—'oo was it?"

Showing no signs of brutal assault or any recent encounter with H_2O save in the form of the proverbial cat's lick, the boy pipes: "Mr. Larnem, the new master."

"That's 'im, Mr. Larnem, down at St. George's School. Now that ain't right, a bit of a lad about nineteen! Why, I'm old enough to be his mother!"

"'Is pore father," continues the lady, in no-wise abated, "wot fought for 'is country 'as bin in 'orspital and is comin' out on Monday so why should the lad be put upon?"

The lady takes her first breath. The Chief Clerk seizes his chance. "Well, I'm sorry, but I am afraid we cannot do anything yet; you must see the School Managers first."

"Wot! I saw the 'eadmaster and 'e said, 'Go to the Education Office!'"

At this moment the Chief School Attendance Officer enters and recognises a doughty and ever recurrent opponent. Being spotted he receives a broadside: "Ah, 'im!" screams the lady with relish, "'im wot don't believe a woman, don't believe a doctor's certificate, do you? Well, Margie can go out on Monday and now p'rhaps you're satisfied. Allus comin' to my door, 'e is. And that young wot's-'is-name in Welling Road; don't believe nobody, they don't."

Delivered with gusto, this effort, although unintelligible to the rest of the audience, is considered by the lady as a complete rout of the Attendance Officer who, with silent dignity, passes out of the office.

Meanwhile the Chief Clerk, seizing an opportunity and the door handle, opens the door for the lady, whom he lures outside by stepping out himself. "You will have to see the Vicar of St. George's," he tells her; "he is the Correspondent Manager of the School."

"Ho! I shan't," retorts the lady with a toss of her head. "I'm going to see the pleece, that's wot I'm going to do!"

The door closes behind her and the Chief Clerk, and only an indistinct rumbling is heard, as of a volcano which presently erupts. "Well, I'll go down to St. George's and wait in the playground for that young Mr. Larnem—wait till I gets 'old of 'im! I shan't 'alf give 'im wot for."

In the meantime, in the Chief's room which adjoins the Inquiry Office: "What's all the noise about, Miss Tapper?" Miss Tapper explains to the best of her ability. "Poor Tamer," chuckles the Chief, "glad I'm shut in here!"

* * *

An Education Office is the goal of parents full of indignation at the treatment they or their offspring have received at the hands of a head teacher, or the unjust "chivvying" of an Attendance Officer. The majority of visits arise from the tales of small sinners, from whose appearance it would seem apparent that butter could not melt in their mouths. No trouble is taken to discover the true facts; a reason has revealed itself which justifies a sally against authority—*en avant!*

Curiously enough these visits end free of

(*Continued at foot of next column*)

MOVEMENTS OF MEMBERS

Mr. E. W. Bushell, Assistant Sanitary Inspector for the City of Chester, has been appointed District Sanitary Inspector, Bebington and Bromborough Urban District Council.

* * *

Mr. W. R. J. Barber, of Harrow, at present in the Surveyor's Department of Hendon Rural District Council, is appointed Surveyor's Assistant at South Mimms.

* * *

Mr. S. E. Draper, Friern Barnet's new valuation officer, joined the staff of the Friern Barnet Urban Council six years ago, and has filled various posts in the clerical department. In the valuation officership he succeeds Mr. W. Marsden, who has been appointed to a similar position under the Borough Council of Birkenhead.

* * *

Mr. L. R. J. Absolon, from the Engineer and Surveyor's Department, Epsom Urban District Council, has gone to the Borough Engineer's Department, Hampstead.

* * *

Mr. A. G. Mansfield, Treasurer's Department, Epsom Urban District Council, has been appointed to the Clerk's Department of the Minehead U.D.C.

ENROL FOR THE
N.A.L.G.O.
SUMMER SCHOOL

VACANCIES ARE
STILL AVAILABLE

Mr. T. R. Holmes goes to Warrington as Assistant Collector from Hoylake and West Kirby.

* * *

Mr. W. F. Gardner, M.I.E.E., appointed Borough Surveyor at Stockport, was a member of the Wigan Branch of Nalgo.

* * *

Mr. C. N. Conder, Huddersfield, has taken up new duties as Steward at Stepping Hill Hospital, Stockport.

* * *

Darwen T.C. have appointed Mr. J. Cooper, of Wallasey, to be City Clerk and Cashier in the Tramways Department.

* * *

Late of Widnes, Mr. W. A. Young has been appointed Sanitary Inspector, Woking.

* * *

Mr. H. P. Knight, of West Bromwich, has been selected Assistant Public Assistance Officer, Worcester C.C.

* * *

Mr. S. W. Barker, Leicester, is now Sanitary Inspector under the Ware U.D.C.

* * *

Mr. J. Hunt, Notts C.C., resigned to take up a post in the Rating Department, Tadcaster R.D.C.

Mr. T. N. Grimshaw, Deputy Town Clerk, Wakefield, has been appointed Town Clerk, Wakefield.

* * *

Mr. C. H. Hoggett, Ilkley, the new Town Clerk, Buxton, is a keen member of Nalgo.

* * *

Mr. H. Longbottom, Sowerby U.D.C., has taken up an appointment under the Ilkeston Council.

* * *

Mr. S. C. Drabble, Rothwell, to Assistant Sanitary Inspector, Rotherham R.D.C.

* * *

Mr. H. S. Walker, Harrogate, has been selected Assistant Surveyor, Goole U.D.C.

* * *

From Acton Mr. S. H. Pugh has gone to Worcester C.C. as Senior Dental Officer.

* * *

Bournemouth T.C. have appointed Mr. G. A. Rathue, of Surrey, to a financial post.

* * *

Mr. T. G. Powell and Mr. H. W. Hoyton both join the Highways Department of the West Sussex C.C. from Surrey.

* * *

Mr. F. Gardiner, Harrogate, has gone to an appointment under the Tadcaster R.D.C.

* * *

Mr. H. Eardley, South Shields, has been appointed Sanitary Inspector, Nottingham C.B.

* * *

Mr. G. M. Craven, member of the Horsforth Branch, has obtained an appointment in the Treasurer's Department of the Brentford and Chiswick U.D.C.

* * *

Mr. G. W. Jones, Todmorden, goes to Burnley as Chief Committee Clerk.

* * *

Mr. Ernest H. Dixon, Case Paper Clerk for the County Borough of South Shields Public Assistance Committee, has been appointed Inquiry Officer to the Halifax Corporation.

* * *

Mr. A. Cornwell, of the County Accountant's Staff, Cornwall, has secured a post under the Denbigh County Council.

* * *

Mr. J. F. Ashworth, of the County Surveyor's Staff, Cornwall, has been appointed a Surveyor's Assistant under the Warwickshire County Council.

* * *

Miss E. M. Williams, of the staff of the Clerk of the Peace and of the County Council for Cornwall, has secured an appointment under the Surrey County Council.

* * *

Friern Barnet U.D.C. have appointed Mr. S. Standing, of Aylesbury, in the Surveyor's Department.

* * *

Formerly a clerk at Hammersmith, Mr. A. L. C. Hartley has gone to Richmond.

* * *

Mr. S. T. Swales, of Bedford, has been appointed School Attendance Officer under the Bucks C.C. Education authority.

* * *

Mr. S. C. Young, of Bedford, goes to W. Sussex C.C.

* * *

The Norfolk C.C. have appointed Mr. S. B. Buggs, a disengaged officer, in the capacity of clerk.

* * *

The D.O.S. of the Metropolitan District notifies us officially of the appointment of Mr. Emrys Evans, Stoke Newington, to Town Clerk, Wallasey.

* * *

Mr. H. S. Charlton, of Carshalton, goes to Tipton as District Sanitary Inspector.

(*Continued from previous column*)

bloodshed, often with amicability on both sides, and in a few cases with tears of self-reproach from mollified mothers! No other Department receives visitors of the same kind. Even an irate ratepayer parts with his money in silence, or awaits proceedings without ostentation.

Such tactful handling of would-be homicides by the officers of the Education Department should qualify them for the title, "The Diplomatic Service"!

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :

24 ABINGDON STREET, WESTMINSTER, S.W.1.

OFFICERS :

President :

S. LORD, F.S.A.A., F.S.S., Borough Treasurer, Acton.

Immediate Past President :

A. P. JOHNSON, M.A., ex-Town Clerk, Hampstead, N.W.

Vice-Presidents :

F. MARSDEN, City Engineer and Surveyor, Bradford.

E. W. B. ABBOTT, B.L., Director of Education, Maidstone.

Honorary Treasurer :

W. E. LLOYD, F.S.A.A., Borough Treasurer, Hampstead.

Honorary Solicitors :

England.—S. PARKER MORRIS, LL.B., Town Clerk, Westminster.

Scotland.—G. S. FRASER, M.A., B.L., Town Clerk, Aberdeen.

Wales.—C. G. BROWN, LL.B., Town Clerk, Cardiff.

Trustees :

H. BEGG, F.R.C.V.S., County Veterinary Inspector, Lanarkshire C.C.

S. LORD, F.S.A.A., F.S.S., Borough Treasurer, Acton.

W. H. WHINNERAH, A.C.I.S., Secretary, Paving and Highways Department, Manchester.

General Secretary : L. HILL.

Legal Secretary : JOHN SIMONDS, M.A., Barrister-at-Law.

Chief Organising Secretary : W. P. FOX.

Divisional Organising Secretaries :

Metropolitan and Eastern Districts.—H. SLATER, 24 Abingdon Street, Westminster, S.W.1. Tel.: Victoria 6056.
North-Western and North Wales Districts.—HADEN CORSER, 19 Cooper Street, Manchester, Telephone: 5257 Central.
North-Eastern and Yorkshire Districts.—J. B. SWINDEN, 2 Basinghall Square, Leeds. Telephone: 24861 Leeds.
Midlands (E. and W.) and S. Wales Districts.—J. E. N. DAVIS, York House, Great Charles Street, Birmingham. Telephone: 1836 Central.
South-Eastern, South-Western and Southern Districts.—FRANK THOMAS, Room 60, Somerset House, Reading. Telephone: 480 Reading.
Scotland.—J. M. MORTIMER, 135 Wellington Street, Glasgow, C.2. Telephone: No. 404 Douglas.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "B. & O.," "Provident," etc.
Telephone: Victoria 6056 (3 lines).
Telegrams: Natassoc, Parl., London.

NATIONAL EXECUTIVE COUNCIL

The National Executive Council at its meeting in Edinburgh, on Saturday, May 23, appointed the undermentioned to make up the minimum representation to the County Council and Urban and Rural District Council classes provided by Rule 51 as revised and amended at the Annual Conference: Representing County Councils—Mr. F. A. Gibbs, Deputy County Treasurer, Somerset County Council; representing Urban and Rural District Councils—Mr. A. Denton Ogden, Chief Sanitary Inspector, Chelmsford, R.D.C.

N.A.L.G.O. COLOURS

Members are reminded that the following may be obtained through Branch Secretaries or upon direct application to Headquarters:

Sports Badges, blazer pocket size, 2s.

Ties, suitable for business or sports wear: artificial silk or knitted, 2s.; real silk, 3s. 6d.

Scarves, black ground with stripes or white with stripes at end, 10s.

Tobacco Pouches, silk covered, 2s.; better quality, 3s.

SEA CRUISE, 1931

Bookings already received practically absorb the whole passenger accommodation on the s.s. *Antonia*, which will leave Liverpool for the thirteenth annual sea cruise of the Association on Saturday, July 25. Anyone still desirous of joining the party should apply forthwith, as there is always a possibility of a passenger falling out through exceptional circumstances.

Arrangements are made for passengers to travel to Liverpool at the ordinary single fare and one-half, and no doubt those from the south will travel together, as usual, on the sailing date. Embarkation is by tender at 4 p.m. at the Prince's Landing Stage. A leaflet of general information has been issued to passengers. Judging by the success of the cruise in the past and having in mind the very excellent itinerary this year, the enjoyment of the passengers should be fully assured. There will be organised excursions at the various ports of call, which include Lisbon (Portugal), Casa Blanca (Morocco), Las Palmas, La Palma, Orotavo, and Santa Cruz. Throughout the round trip, deck games, concerts, dances, whist drives, etc. will be arranged.

EXAMINATION SUCCESSES

Mr. A. W. Clarke, Valuation Department, Tottenham U.D.C., secured first place at the annual Intermediate Examination of the Chartered Surveyors' Institute held in March. Mr. Clarke, in addition, gained the Penfold Silver Medal, the Driver Prize, and a scholarship donated by the College of Estate Management, and tenable thereat. Mr. A. Higgs, Valuation Officer in the same department, was successful at the same examination.

CAMP SONG COMPETITION

The Association offers a prize of 5 guineas for words of a camp song. This should consist of not more than three verses with chorus, and it is not necessary that it should be set to an existing refrain. The words should be appropriate for community singing by visitors at the Association's holiday camp at Croyde Bay, and compositions should be typed and signed with a nom-de-plume. Each song must be accompanied by an envelope marked on the outside with the nom-de-plume of the competitor and inside a slip bearing his or her name and address. Competitors may, if they so desire, submit more than one song. It is anticipated that when the words of the song have been settled a prize will be offered for setting the same to music. Competitors should address their compositions to the General Secretary at Headquarters.

LIBRARY ASSOCIATION

The Library Association which has recently reconsidered the whole question of professional training urges that assistants already in employ should be encouraged to take the certificates of the Library Association and, whenever they can be spared, be permitted to attend vacation schools, such as that which is being arranged by the Library Association with the co-operation of the University of Birmingham from August 17 to 29, 1931.

It advises local authorities in making new appointments, that attention should be paid to the desirability of selecting persons who, having attained the matriculation standard, are qualified to proceed with their professional training on the lines indicated above.

INSTITUTE OF PUBLIC ADMINISTRATION

The Summer Conference of the Institute of Public Administration will be held at University College, Oxford, on July 10 to 13. Contributions to the programme will be made by a number of German public servants, who will read papers and take part in the discussions. At the opening session the subject "Recruitment and Training of Public Officials" will be discussed and subsequently "Efficiency Ratings in the Public Service." "Character Assessment in State Service," "Financial Control in Administration," and "Research into the Theory and Practice of Public Administration" are among the subjects figuring in the agenda.

CROYDE BAY HOLIDAY CAMP

The camp has been practically full during June and will remain so well into September. There are still vacancies from September 12, and members and their friends should not be deterred from taking a holiday between that date and the closing of the camp on October 3, as the sheltered position protects them and the temperature in North Devon at that time of the year is very agreeable. Already considerable appreciation has been voiced of the excellence of the holiday accommodation which the Association has acquired for its members and of the enjoyment to be obtained from a stay in the bungalow camp. A visit does much to dispel the old fashioned impression so often associated with the word *camp*, and to establish the proper appreciation of the comfort and amenities awaiting members and their friends at Croyde Bay.

Passengers proceeding from London will be interested to know that as coaches from London to Barnstaple and Ilfracombe do not pass nearer the camp than Braunton, which is rather more than four miles away, arrangements have been made whereby persons proceeding to the camp from London by the Scarlet Pimpernel Cars may be set down and picked up at the camp if, at the time of booking, they make it clear that they desire to take advantage of this special arrangement. Bookings should be made through the London main agents: Coach Travels, Ltd., at the London terminal station, 80 Clapham Road, S.W.9 (Telephone: Reliance 1281).

LEGAL ADVICE AND ASSISTANCE

The Association gives free legal advice to its members on matters affecting them in their capacity as local government officers, and it is also willing to advise on local government questions generally. A Legal Department, under the Legal Secretary, has been established at Headquarters. During the period from February 1, 1930, to January 31, 1931, advice was given from Headquarters to members in over 300 cases. Whenever necessary, opinions are obtained from Counsel.

Under the Rules, the Association may give legal assistance to a member who is involved in any action, cause, or matter, affecting the rights of Local Government Officers. An application for legal assistance must be supported by the member's own branch. All applications to Headquarters for legal advice or assistance should be marked "Legal."

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: January, 53; February, 52; March 50; April, 47; May, 47; June, 45.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	APRIL	MAY	JUNE
Food ..	29	29	27
Rent	54	54	54
Clothing ..	100	95–100	95
Fuel and Light ..	75	75	50
Other Items ..	75	75	75

In regard to rent, the statistics of the Ministry of Labour take into account decontrolled rents of working-class dwellings.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by July 18 for the August issue.

Notes of events which take place later—as in July 25 and 26—should be marked "urgent" and send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C.2.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

JULY 1931

PRINCIPAL CONTENTS

	Page
A Municipal Correspondence Office: Scarborough	187
Nalgo Provident Society, and Logomia Life Funds	188–90
Middlesex County Council Bill	191
Nalgo Insurances	192
Conference Asides	192
Students' Notes	193
Branch and District News	194, 195
Staff Management	196
Movements of Members	197
Headquarters' Page	198
Notes of the Month	199
Book Reviews and Readers' Notes	200
Local Government Insurance	201
Gardening Notes	202
Auction Bridge	203
Crossword Puzzle	204
Patronage (by Dr. W. A. Robson)	205
Branch Organisation	206
Where to Stay	208
Game of Chess	210

NOTES OF THE MONTH

NEW LIFE ASSURANCE SCHEME

THERE are economic possibilities in the scope of a properly organised Association. That idea is endorsed by the continued success of the various sectional activities which the Association has been building year by year. For some years N.A.L.G.O. has had a Provident Society, providing sickness, life and endowment insurance schemes which gained support to such an extent that development sooner or later was bound to be forced on the Association. The amalgamation of N.A.L.G.O. and its sister organisation, the National Poor Law Officers' Association, together with its ancillary, Logomia, has provided that wider scope for the development of insurance schemes. Registered under the Friendly Societies' Acts, the Nalgo Provident Society had limitations, particularly as to the amount of insurance which an individual member could take out. Logomia is registered under the Industrial and Provident Societies' Acts and, having deposited a sum of £20,000 with the High Court, it complies with the law by which it is enabled to issue policies of unlimited amounts. The merger of the two schemes into a common fund was, therefore, inevitable.

NO GROUND FOR SEPARATION

IT must be patent that there could be no logical reason for retaining two separate life assurance funds in the same organisation. To retain two separate life assurance schemes could only be sustained by excuses and not upon sound principles of business organisation. Proposals were, therefore, put before the annual general meeting of the Provident Society in Edinburgh at Whitsuntide and before the annual general meeting of Logomia, which was held in London on June 15, for the combination of the two life assurance funds, and both meetings approved the proposals. All that now remains is for the policy-holders in the life assurance section of the Provident Society to agree to the transfer of their policies to Logomia. In this issue there is printed a statement issued to the policy-holders which shows the financial position of both funds. To use a common expression, there is nothing between them. The experiences of both societies in life assurance are identical and it must be clear to an unbiased mind that the future holds a better financial prospect in the larger combined scheme than could possibly be expected from competitive operations, identical in their objects and conducted under the aegis of the same Association. The principal points to be remembered are the acceptance of the position that Logomia will, from its last annual general meeting, be as closely linked with the work of the Association as the Provident Society; its administration will be carried out by the same staff; it will have the supervisory financial control of the Association's Honorary Treasurer; its work will be scrutinised by the National Executive Council, and its personal and domestic insurances in the future will be restricted to members of the Association and their wives.

SUCCESS OF LOGOMIA

WOVEN into the fabric of the Association's scheme of organisation, the future success of Logomia will be as dependent upon the support of members of the Association as any other sectional activity. Logomia will be merged into what may be loosely described as the Insurance Section of the Association. The question should no longer be asked, "What can Logomia do for us?" but, "What can we do for ourselves through N.A.L.G.O.'s enlarged insurance department?" This merger brings an entirely new vista of insurance into view. The prospectus of the amalgamated insurance fund provides nothing more at the moment than life, endowment, simple endowment and the householders' comprehensive schemes of insurance. These only touch the fringe of possibility. One aspiration of the National Executive Council is to cater for every type of personal and domestic insurance which the members require and numerous developments were foreshadowed in a statement by the general secretary a short time ago. A variety of schemes of an attractive character can be undertaken. Combined endowment assurance and house purchase, and educational endowment assurance are only two important developments of the near future. Logomia also carries fidelity insurance and has made excellent arrangements with underwriters for motor-car and motor-cycle insurance. It may be advisable to explain that whilst Logomia as a whole is controlled by its members, an important provision in the new arrangements definitely places the extended life assurance scheme upon a separate basis of financial control. The life assurance fund will get its own profits and bear its own management expenses. No part of the surpluses will find its way into the pockets of persons other than policy-holders. Each Provident Society policy-holder who agrees to the transfer will be made a member in order to ensure that he will have a vote at the annual general meeting of Logomia.

LOGOMIA'S FUTURE

THE government of Logomia must shift by degrees into the hands of the members of the Association because, in the future, shares will only be issued to members of the Association. Time will work wonders. Even to-day many of its members must be members of the Association, because they are mainly those who were Poor Law officers prior to the transfer of the work of the Boards of Guardians to the County and County Borough Councils by the Local Government Act, 1929. Practically all ex-Poor Law officers who were members of the National Poor Law Officers' Association are now members, and very good members, of N.A.L.G.O. Evidence of this was given at the Edinburgh conference, when there were present a considerable number of our new colleagues representing the branches of the Association, of whom several made valuable contributions to the debates. Their speeches showed that they had entered wholeheartedly into the work of the Association. Whilst it may be true that before Logomia became part and parcel of the Association's activities, it had been looked upon by those who were controlling its destiny as a purely business proposition, a new orientation of ideals is already taking place. It can only fulfil its purpose when

(*Continued in Column 1 on next page*)

BOOK REVIEWS

By Peter Such

(1) *A MAP OF ROMAN BRITAIN*: 16 miles to one inch. Price 5s.

(2) *A MAP OF XVII CENTURY ENGLAND*: 16 miles to one inch, with chronological tables and a map of the London area, 1669. Price 6s. The Ordnance Survey Office, Southampton.

MANY students of Roman Britain assisted the Director General of Ordnance Survey in the preparation of the first of these maps. A preface describes the features which have been the basis of settlements, roads and ancient names, while a table of events from the first invasion of Julius Cæsar (55 B.C.) to Constantine (A.D. 407) is explained. The map will form a basis for more detail as excavations reveal further evidences of Roman Britain. The second edition, now issued, is a contribution towards a better understanding of these islands.

A short essay by Professor G. M. Trevelyan, O.M., *The Face of Stuart England*, accompanies the second map, with a brief outline of the Civil War, by Dr. J. E. Morris, D.Litt. Tables of persons and events embrace music, art, and literature, by J. C. Squire, and history, archæology and cartography, by O. G. S. Crawford, B.A., add to the value of a key to our history during a period of absorbing interest. "To us," says the Director General in a foreword, "who live in so small, so pleasant, and so well-known a land, a map is the obvious background on which to show the main lines of our history." Both maps should be in the office of every surveyor and engineer in the Local Government Service.

Ships in the Bay. By D. K. Broster. Price 7s. 6d. net. William Heinemann.

MISS Broster has given us three of the best historical novels of recent years in *The Flight of the Heron*, *The Gleam of the North* and *The Dark Mile*, all of which are centred in the Highlands and "forty-five." In *Ships in the Bay* there is all her charm and clever use of historical background, but she has taken the last war-ridden days of the eighteenth century for her period, and pitched the centre in South Wales. How many of us could before reading this book have given the date or even remembered anything at all of a French invasion upon the western Pembrokeshire coast. Here is a picture

(*Continued from previous page*)

the work is wholly regarded as a service activity, functioning only to provide economic advantage to the members of the Association on a purely mutual insurance basis. Efficiency of administration and organisation are not the prerogatives of commercial and business undertakings. Applications for loans on mortgage to members for the purchase of their houses were rapidly over-running the pace at which the Provident Society could provide funds for that purpose. The National Executive Council attaches great importance to the mortgage scheme and the members have shown that they desire this facility. The funds of Logomia will now become available. Further, it has been decided to set up a central mortgages committee, composed of representatives of each section of the Association, which can provide money for this type of investment. By this means, more applications for loans on mortgage security can be considered and a larger number of members can receive help

times. There is some delightful humour in the story and one would give a lot to be present at an interview such as that in which Mr. Salt and the Precentor were the central figures. Altogether a good, healthy story.

The Yellow Hibiscus. By Jesse Templeton. Price 7s. 6d. net. Messrs. Ward, Locke & Co.

A THRILLING mystery story centred around the appearance of an Asiatic flower in an English country house, always prior to sudden death. Who sent the flower and what it signifies nobody knows. When it seems that the mystery is insoluble, Dick Claverton is suddenly brought face to face with a startling and terrible fact. Mr. Templeton has written a story in which drama and romance are happily blended. The plot is both ingenious and original. L. H.

Hunger and Love: By Lionel Britton. Price 7s. 6d. Putnam & Co., London.

IT would be inaccurate to describe Mr. Britton's remarkable book as a new form of literary art, for the adequate reason that its wealth of ideas is expressed with a rugged, undisciplined spontaneity, to which the forms of art are foreign. Arthur Phelps, a book-seller's assistant, is a proletarian in search of "a mind." He is the medium which the author employs for a penetrating criticism of law, politics, social morality and the economic order. Indifference to the manner in which his multitudinous ideas are presented makes Mr. Britton's book a difficult affair, for the average reader; but not for others who, having some acquaintance with the critical thought of our time in science and politics, would know more of the school which demands conscious, fundamental change. Arthur Phelps embodies the idea that evolution can now only make for progress if directed by human control, that a system of profit-making is the plunder of consumer or producers, and that organised religion, political parties and the moral code, are all alike reflections of economic arrangements as we know them. The reader may be shocked by the vulgarity of much of Mr. Britton's language, oppressed by the want of ease in the form of his statements, or remain unconvinced that the race or collective mind will supersede the individual. Nevertheless, if he continues to the end, the reader must lay down the book with the admission that its contribution to social thought is powerful and vastly disturbing. E. C. H.

In Edinburgh—Now: Jean M. Speedy. The Quota Press, Belfast. Price 2s. 6d.

MISS JEAN M. SPEEDY, a native of Ireland and a journalist in Edinburgh, has written a book of delightful sketches of the Scottish capital in which she brings out the picturesque side of the City and its fascination to visitors. Edinburgh retains much of its ancient glamour. When the N.A.L.G.O. Conference met in the City the Church of Scotland was holding its annual assembly, and the King's representative, the Lord High Commissioner, Mr. James Brown, was holding court in Holyrood Palace. The King and Queen will themselves go into residence in the Scottish capital within a few weeks. Contrasting the vestiges of old Edinburgh and the maintenance of Holyrood as a royal residence Miss Speedy says:—

"We who live in Edinburgh are apt, in our journeyings up and down the old Canongate, to pass these historic buildings with the most casual of glances, forgetful of their memories. To-day we shall pause to note the elaborate coats-of-arms over grimy doorways which once opened on homes whose aristocratic inhabitants shared in Royal favour at Holyrood. Their windows still, at intervals, look out upon the passing of the King and Queen, or a Prince or Princess of the Royal House. You will do well to remember these things—such thoughts will divert your attention from the sordidness and the grime."

Miss Speedy has written a charming book which visitors to the Scottish capital will find a pleasant companion. R. D.

(*Other Book Reviews on page 210*)

READERS' NOTES

By [illegible]

LYTTON STRACHEY'S [illegible] that the world to-day appreciates—[illegible], one of the first Fellows of the Royal Society, whose scientific mind was [illegible] by the horoscope, Sir John Harington, the [illegible] the Abbé Morellet [illegible] has been suggested as among the ideal forms of biography—either brief, bare, essential facts, in contrast to the verbosity of a Boswell.

* * *

One is assured generally in the *Dolphin Books* of finding something which will repay the reader; *Opus 7*, by Sylvia Warner (Chatto, 2s.) is no exception. It is a narrative poem and may have been intended as a counterblast to Gray's Elegy. It recounts the doings of Rebecca Random at the rustic village of Love Green, her inordinate passion for gin and how she satisfies it by the cultivation and sale of flowers. The metaphors are excellent. The garden is described in martial terms as "the garden garrison," flowers are "ranked in row drilled under colours marshalled for parade"; the less ordered arrangement of flowers being likened to "a countrified militia." You receive one or two shocks to the poetic sense, but the delineation of village characters is true and clear; the—

"Village Hampdens, gathered in the tap,
Forsook their themes of bawdry and mishap
To curse a government which could so fleece
On spirits under proof, and call it Peace."

Rebecca had the garden "touch that has prospered all she set."

* * *

In *My Northcliffe Diary* (Gollancz. 8s. 6d.) Tom Clarke gives an intimate picture of his twelve years' work on the *Daily Mail*. The chapters concerning the war period are particularly interesting and throw light upon the controversies between the paper and government leaders. Others tell of the author's association with the man who, whatever else may be said of him, was a journalistic force and a keen business personage who hated slipshod work. Many members of his staff trembled at his coming, but his bark was worse than his bite. Apart from the central figure there are brief references to other well-known men, particularly journalists. The author, a Bolton man, is now Managing Editor of the *News-Chronicle*.

* * *

Seventy Fathoms Deep, by David Scott (Faber, 12s. 6d.) is a journalist's record of salvage work by Genoese divers on board the Italian ship *Artiglio*. It is an epic account of the skill and endurance of the men and the dangers of their calling. A great part of the book is devoted [illegible] to the finding of the ship *Egypt*, sunk off the coast of Brittany, and to the work of salvage at seventy fathoms deep. The tragic end of the *Artiglio* was not at work on the *Egypt*, but upon a munitions vessel sunk during the war. Becoming careless in firing charges, the crew took one risk too many. The last charge [illegible] hold, blew a crater 200 yards wide in the water, engulfing the *Artiglio* and most of its crew. The publishers are to be congratulated on several excellent recent publications—including *Albert Gropé*.

Farewell Manchester, by Allan Monkhouse (Secker, 7s. 6d.) is a sombre and rather disappointing story of economic conditions in the cotton manufacturing district. I opened it in hopes of a novel worth reading, but found the characters more nearly like puppets than live people. One or two feminine characters redeem it to some extent, but it is not by any means exhilarating—the conversations make but little appeal.

LOCAL GOVERNMENT INSURANCE

THE fortieth annual general meeting of the National and Local Government Officers' Mutual Insurance Association, Ltd. (LOGOMIA), was held at the London Offices, 24 Abingdon Street, Westminster, S.W., on Monday evening, under the chairmanship of Mr. J. J. Simpson (ex-clerk to the Guardians, Bristol). There were placed before the meeting the proposals for the amalgamation of the Life Funds of the Association with those of the Provident Society of the National Association of Local Government Officers (N.A.L.G.O.), consequent upon the recent decision that LOGOMIA should become an activity of N.A.L.G.O. Messrs. W. W. Armitage, W. E. Lloyd and W. H. Whinnerah were present as members of the board of management representing N.A.L.G.O.

Amplifying the fortieth annual report of the board of management, the chairman said: "In view of proposals for the amalgamation of the Life Funds of the Association and the Nalgo Provident Society, the board had had the Association's Life Fund valued as at December 31, 1930. The actuary's report on the valuation was a highly satisfactory one, and a reversionary bonus of £2 per cent. of the sum assured for each completed year of assurance could be distributed. Nalgo Provident Society's Life Fund had also been valued for the period of five years ending 1930, and the valuation showed that that Fund was in an equally satisfactory position.

Life Fund Amalgamation

"At the special general meeting of the Association held on March 28, 1930, a resolution was passed unanimously authorising the board of management to carry out as quickly as possible complete agreement between the Association and the National Association of Local Government Officers. Steps had been taken to give effect to the resolution, and proposals for the amalgamation of the two Life Funds had been agreed by the board and the committee of management of the Nalgo Provident Society. Under these proposals the Life, Simple and Endowment Policyholders in the Nalgo Provident Society would be asked to surrender their policies as from July 1, 1931, new policies for the same amounts and at the same (or lower) rates of premium being offered to them by Logomia. As an inducement to the Life Policyholders in the Nalgo Provident Society, Logomia would, out of its funds, allocate to each policyholder, free of charge, one £1 share (10s. paid).

Assuming that all of the Life, Endowment and Simple Endowment Policyholders in the Nalgo Provident Society agreed to accept the offer, the whole of the Life Fund of the Provident Society would be transferred to the Life Fund of Logomia, but in the event of there being any who did not accept the offer, the proportion of the Life Fund of the Provident Society would be transferred to the Life Fund of Logomia as certified by the actuary to be payable.

Increased Business

The total net premium income for the year 1930, shown in the audited statement of accounts, was £10,346 11s. 5d., the largest increase being in the life department, where the premium income amounted to £3,509 8s. At December 31, 1930, the Life Fund amounted to £9,416 4s. 4d. The total number of Life and Endowment Policies in force at December 31, 1930, was 349, and the total amount assured thereby £73,868. The Life, Employers' Liability and Fire Funds amounted to £12,034 18s. 3d., in addition to the £40,000 deposited with the High Court. The profit and loss account showed a net balance transferred to the balance-sheet of £1,156 14s., the reserve fund amounting £31,613 3s. 7d. The amount of new share capital issued in 1930 was £7,864 10s., of which £6,309 was in respect of bonus shares issued to members from surplus profits, and £1,555 10s. paid by members for new share capital, while £3,165 share capital was withdrawn by members, mainly in connection with their loss of office on the abolition of Boards of Guardians. Market value of the investments at December 31, 1930, was £98,690 17s., as compared with £93,717 12s. 11d. in 1929, whilst the total funds amount to £101,966 4s. 2d., as compared with £96, 937 10s. 3d.

The formal resolutions adopting the proposals were carried without dissent.

As a further consequence of the Association having become an activity of Nalgo, the board proposed the appointment of Mr. L. Hill, general secretary of Nalgo, to be general secretary of the Association, and to appoint Mr. J. Simonds, secretary of the Association, to be general manager.

The report of the board was adopted.

Four nominations were received for election to the three vacancies on the board of management. They were: Messrs. J. J. Simpson, W. Bateson and W. T. Hackyard, retiring members, and Mr. W. A. Shee (Kent C.C.). A poll being demanded, the meeting agreed unanimously to the unopposed re-election of the chairman, Mr. Simpson. Voting for the two vacancies was as follows: Mr. W. T. Hackyard, 4,149; Mr. W. Bateson, 3,799, elected; and Mr. W. A. Shee, 3,710.

Mr. Andrew Binnie, of Messrs. Jackson, Pixley and Co., chartered accountants, of 58 Coleman Street, E.C.2. the auditors of Nalgo, was appointed auditor.

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GARDENING NOTES

By WALTER P. WRIGHT

Author of Everyman's Encyclopædia of Gardening, Scientific and Practical Gardening, etc.

"CUTTING losses and counting gains" is a time-honoured practice in the money market, and perhaps when July opens amateur gardeners will be imitating it with qualified satisfaction. What a spring—April bad, May worse! Frost, raging storms, bitter rains, chilly nights, almost every week-end cold and wet—these were the obstacles we were up against. And, of course, slugs and snails revelled in the wet.

* * *

I am glad to see the V.T.H. slug-trap advertised again. It was steadily gaining favour before the war, but then dropped out. It was worth reviving. I proved its value in my own garden in its early days. A friend complained that a bran-Paris green remedy for slugs which had been recommended to him did not answer owing to difficulty in mixing. He had, however, tried to mix the items wet: they should be mixed dry at the rate of 20 parts bran and 1 part Paris green and then damped (not drenched) for use. The mixture is used to the greatest advantage on a warm evening after a shower. Powdered alum sprinkled about is another good remedy for slugs.

* * *

There were many disappointments with sweet peas during the spring and the effects may still be worrying growers. Although apparently healthy and well-hardened, glass-sown seedlings sown in February and March made little progress for many weeks after being put out in May, especially in wind-swept gardens. I hope however, that many growers, like myself, took the precaution of keeping a reserve in a frame. I am writing in early June, and that reserve is still there, strong plants in 5-inch pots, with twigs—a comforting sight. One friend, who has persisted in autumn sowing under glass in the face of criticism, undeniably scored this year, for his plants did best of all in his particular neighbourhood. Gather from flowering plants at frequent intervals in those favoured places where there are plants in bloom already.

* * *

Pursuing my policy of buying promising appliances and reporting on them, I am able to say a word in favour of Allwood Bros.' (Hayward's Heath) label holder. It is of wire and imperishable. It grips a wooden label tightly, and as only a 4-inch (which one can buy cheaply ready painted) is required, it is economical. A good thing!

* * *

Rose-growers are, or ought to be, tasting the joys of past labours. Where disbudding has been practised, flowers are developing singly on the stems, suitable either for show or cutting. On the whole, I think most Hybrid Perpetuals, Hybrid Teas and Teas are the better for moderate disbudding, even if vase-furnishing rather than exhibiting is the main objective. For sprays of bloom the decorator can look to the polyantha and multiflora varieties, and these can be cut in armfuls from the pillars and arches.

There are rose enemies about and I might at this juncture say a word or two on the worst of the fungi, other than black scab, which I have dealt with already. First of all there is mildew, which powders the leaves and weakens the trees. Have some flowers of sulphur at hand and at the first trace of disease blow some on with a pair of Malbec or other small bellows. Then there is orange fungus, which forms orange-coloured pustules on the leaves. Here, again, use sulphur, but if the disease persists pick off and burn the worst leaves. Red rust is different, forming brown spots, but is treated similarly. As an alternative to flowers of sulphur, some growers use fresh sulphide of potassium at the rate of ½ oz. per gallon of water.

Hand-pick for leaf-curling maggot, or give the trees a vigorous shake and deal suitably with such grubs as resent disturbance by throwing out life-lines and quitting their holds. As to the ever-present green fly, keep it under by vigorous syringing with water, but use an insecticide if it threatens to get the upper hand.

* * *

Violas did yeoman's duty throughout the cool, wet spring, and if late June or early July brings hot, dry weather they may begin to fail. In such case go over them, remove old worn growths from the base (it is assumed that flower-picking has been regular), and place a mulch of decayed manure, or a mixture of that and leaf-mould, among the plants after giving a thorough soaking of water or liquid manure. This will give them a new lease of life.

* * *

Carnations should soon be in full beauty, as pinks already are, and any good variety, named or unnamed, may be increased this month, the former by layers, the latter by pipings. The difference between the two is that a slit is made in the stem of the carnation shoot and it is left on the plant, the stem being pegged into a mound of sandy soil; while in the case of the pink, young shoots are pulled clean out and inserted firmly in gritty soil outdoors, with shade in sunshine.

* * *

Growers of chrysanthemums who aim at a limited number of large flowers will be looking out after the middle of this month for "crown buds" on the "second break." Terms of mystery? Not at all! Probably the plants produced three shoots in May when, a premature flower bud showing, it was picked out. The plant will probably act in the same way in July. The May performance was the first break and the July repetition is the second break. But there is this difference: the May flower-bud was worthless, the July bud (but it may come in August after all) may be valuable. It is called the "first crown." If it comes early in July it is generally removed, and of the three shoots which form around it two are removed, so that the plant still has three stems only. A plant thus treated will generally break again with a crown bud ("second crown") within a month and this time all the new surrounding shoots are generally removed and only the flower bud kept. There are exceptions with certain varieties of which the grower learns by experience.

* * *

We must think of those popular greenhouse flowers early this month, the herbaceous calceolaria to sow in pans, the Chinese primula to transfer seedlings from seed pans to 3-inch pots, the cinerarias to sow for flowering in February. At last we may be able to get a move on with our neglected lawns.

* * *

BRIEF MEMS

VEGETABLES.—On light soils with well-drained soil, a wet July may bring potato disease, in the form of brownish patches, giving off a disagreeable smell. Be prepared with a sprayer and a suitable fungicide, such as that made with 14 lb. copper sulphate, 9½ lb. lime and 100 gallons of water, or proprietary equivalents. This is the famous "Bordeaux Mixture," which, put on as a fine film, checks disease. Last chance of showery spells to plant autumn cauliflowers and winter greens, using ground cleared of early potatoes, early peas, and broad beans. Top tomatoes at 4 feet high and pick out side shoots regularly while they are small. Plant celery and leeks after early potatoes, peas or broad beans. At the first sign of leaf-maggot in celery spray with the paraffin and soft soap wash recommended in the May issue. At the first sign of mildew in onions slake some lumps of freshly burned lime by dribbling water slowly on and leaving for an hour or two, then dust the plants with the resulting powder.

FRUIT.—Strawberries should be in bearing, and also throwing out baby plants on "runners." Propagate (from flowering or fruiting, never from barren, plants) by filling small pots with soil, setting the plantlets on, one per pot, and placing a stone on to maintain position. The pots may be buried up to the brim in the soil. Look out for bird raids and gather fruit early in the day. Protect wall fruit from birds with netting held clear of the wall by sticks. Complete the thinning of grapes and break off superfluous lateral shoots. Keep a little air on the vinery all night and increase the ventilation early in the morning. Close the house about 3 p.m. in summer time and damp down. If any fruit trees were "pinched" (tips of young shoots removed) early in June, secondary shoots will have started and may be stopped about the end of this month or early next. Look out for green, black-headed gooseberry caterpillar, and if it is abundant after the fruit has been gathered dust hellebore powder on the leaves. Cut out any peach or plum branches affected with "silver-leaf" and burn.

FLOWERS.—Sow herbaceous calceolarias, pot young primulas and repot cinerarias and cyclamens. Sow wallflowers and other biennials named last month. Disbud, stake and layer carnations. Trim and dress violas. Attend to the buds of chrysanthemums after the second break. Look out for streaks in the leaves of marguerites, and spray on the soft soap and paraffin mixture recommended in the May issue. Give attention to room plants, watering and sponging the leaves as necessary. Keep a sharp look-out for rose enemies. Gather sweet peas while the flowers are young.

SEED TRAYS, FRUIT AND FLOWER BOXES. Cutwood or made up. State requirements.—Farr, Smith and Co., Ltd., 1a Woolwich Ferry, S.E.18.

CHESS SOLUTIONS

GAME No. 7

WHITE	BLACK
1. K—Kt sq	P—R6
2. P—Kt3	K—K4
3. K—R2	K—Q4
4. K P	K—B3
5. K—R4	K—Kt3
6. K—Kt3	

If white were to start with K—B3 he could not do more than draw.

SOLUTION TO PROBLEM No. 7 (3-mover by W. Meredith)

Key, R—B4ch.

If 1, Kt x R; 2, R—K3, K x R; 3, B—B5 mate. (If 2, Q x R; 3, B—B3 mate. If 2, Q x B; 3, R—K4 mate. If, 2 B—B3; 3, Q—B5 mate). If 1, Q x R; 2, B—B3 mate.

Comment.—The sacrifice of the two Rooks, one after the other, is very remarkable, and it quite compensates for the objectionable checking key.

SOLUTION TO PROBLEM No. 7*a* (2-mover by W. Shinkman)

Key, Q—B5.

If 1, B x Q; 2, R x B mate. If 1, B x Rch; 2, Q or B x B mate. If 1, B—K2; 2, R x B mate. If 1, B—Bsq; 2, Q x B mate. If 1, P—B5; 2, R—KR5 mate.

Comment.—Piquant situation; key sacrificing Q whilst R is also *en prise*; but the very confined position of Black K detracts from the value of the problem.

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AUCTION BRIDGE

By NEVILLE HOBSON

PRINCIPLES OF BIDDING

THE eminent American authority, Mr. Milton Work, has consistently emphasised that bidding as between partners should always be co-operative and never competitive, and it is necessary to take to heart the basic principle that Auction Bridge is a partnership game. The object of bidding should be to discover what call is best suited for the combined hands of yourself and your partner, or alternatively, to give information as to the suit or suits in which there is likely to be effective defence, with the ultimate aim, if strength of the cards justify, to induce the opponents to undertake a contract which they cannot make.

A player can never be sure when he makes a call whether the game will be played in his declaration or not, and it is essential, therefore, that he should give reliable information to his partner, both from the point of view of a possible defence and the extent to which the suit bid is going to be helpful if taken out into an alternative declaration by his partner.

For these reasons it is now generally agreed that two quick tricks are advisable for an opening bid at Auction. It might be as well to make clear the meaning of "quick tricks," which are either Ace or K, Q. Modern valuation gives two points to A, K, 1½ to A, Q, and ½ to K, x, so that there would be no objection to regarding A, Q of one suit and K, x of another suit as representing two quick tricks—the main point being that an Ace can be made on the first round and the holding of K, Q usually ensures a definite trick on either the first or second round, so that such quick tricks will normally make, even though they are being used for defence against a long trump suit.

MINOR SUITS

Let us now consider Problem 1 in the last Bridge competition, which asked what South should bid at Love score, holding *S.* A, x, x, *H.* x, x, x, x, *D.* J, x, *C.* A, x, x, x—the official answer being 1 Club.

I can imagine some of my readers drawing attention to the fact that there are only 2 Aces in the hand and that the Clubs consist merely of 3 small ones after the Ace. This, however, is a good instance of what is now generally accepted as a sound initial *Minor* declaration, either as dealer or the first bidder. Two points require to be emphasised :—

(1) The bidder of this hand does not wish or expect that it will be played as a 1 Club declaration. He indicates the presence of two quick tricks and, in effect, offers them to his partner.

(2) The declaration is made with the knowledge that the partner holds 13 cards, and the reasonable assumption is that his cards will represent an average holding of the other honours.

In the latter event there would be a reasonable chance of getting home on a bid of 1 Club, if no other call was made, but it is rarely that an initial bid of 1 Club or Diamond is left in. If, for example, North has a good all-round hand, he will endeavour to bid one No Trump, or a Major suit—bearing in mind that eleven tricks of a minor suit are required at No Score to make a game; whereas ten or nine tricks respectively will suffice in the case of a Major suit or No Trumps. The difference between obtaining nine or ten tricks as compared with eleven is very much greater than is often realised, and the partner of a player who bids One of a Minor suit should do everything he reasonably can to take it out.

Let us suppose, however, that South's partner has a very poor hand. If this be so, it is practically certain that the opposition will take out the bid into some other call, as the opponents cannot afford to hold good cards and not bid. The initial bid of 1 Club, however, calls a useful lead and indicates to North that his partner possesses two quick tricks, so that North has only to assist by making two more tricks to save the game if a

(*Continued at foot of next column*)

(*Continued from previous column*)

Major suit is bid; and the general rule requiring two quick tricks to justify an initial bid is based upon the importance of having useful defensive powers if the opponents take out the bid and obtain the declaration.

Let me reiterate, therefore, that it is sound to bid (as an initial declaration) either Clubs or Diamonds if holding two quick tricks, providing that the suit bid contains one of such tricks and a minimum of 3 cards altogether, though the holding of 4 trumps is advisable.

FORWARD BIDDING

In view of the criticism which is sometimes directed against a somewhat weak suit call, it should be borne in mind that :—

(1) It is much easier to play the dummy than to defend against it (which should represent, to a sound player, an average of one extra trick).

(2) The rewards and penalties favour the offensive; e.g., to be one down in Diamonds only represents a net loss of 22, if holding four honours altogether.

NALGO PRESIDENT

ACKNOWLEDGMENT of the election to the presidency of Nalgo of Mr. Sam Lord Borough Treasurer, Acton, was made at the annual conference of the Institute of Municipal Treasurers and Accountants (Inc.) held at Brighton during the third week in June. Speaking of Mr. Lord, Mr. J. E. Bray, Treasurer, Birmingham, the president of the Institute, said : "We know he is a valued member of Nalgo and are none of us surprised that he has been so honoured by his colleagues in the service."

Mr. Lord, in acknowledgment, said Nalgo occupied a most unique position in the local government world and represented every section of the local government service. He felt, as a borough treasurer and a member of the Institute of Municipal Treasurers and Accountants, that his election represented an honour paid to his own profession—their profession. As in the case of the Institute, Nalgo was looked up to by the whole civilised world. They were all out for the betterment of the service by first of all insisting that the officer should be qualified for his job.

MIDDLESEX COUNTY COUNCIL BILL

(*Continued from page* 191)

pecuniary loss by abolition of office by termination of his appointment or by diminution or loss of fees salary or emoluments (and for whose compensation for that loss no other provision is made by any enactment for the time being in force) shall unless he has declined to enter into a transfer agreement under this section be entitled to compensation for that loss from the Council.

(9) The provisions set out in the eighth schedule to the Local Government Act 1929 except paragraph 11 and sub-paragraphs (*b*) and (*c*) of paragraph 16 thereof shall apply to the determination of compensation to officers under this Act as if such provisions were re-enacted in and formed part of this Act and as if references to that Act were references to this Act and in the application of those provisions the "appointed day" shall mean the date on which the sewage of the local authority by whom the officer was employed is received into the sewers of the Council.

(10) No officer shall be entitled to receive compensation under this Act for pecuniary loss and a superannuation or retiring allowance in respect of the same period of service and the same pecuniary loss.

The Bill, which commenced in the House of Lords, has now been passed by the House of Commons.

NALGO SPORT

IN the first round of the Southern District Tennis Competition played at Aylesbury, Bucks County Branch beat Oxford City Branch by eight events to one.

CRICKET

Bucks N.A.L.G.O. entertained Oxford City Corporation N.A.L.G.O. in the first round of the Southern District Cup Competition at Dinton. Batting first on a wicket which proved difficult, the home side were disposed of for 85. Oxford City started in promising fashion. The last 6 wickets fell for 6 runs, the innings closing for 44. The best performances were : Bowling, Hoyle (Bucks), 5 for 9; Ramsden (Bucks), 3 for 9. Batting : Honour (Bucks), 21; and Hocking (Oxford City), 16.

Hull met Beverley County Hall at Beverley on June 15, in the second round of the Yorkshire District Cup Competition. Hull won the toss and batted first. A total of 78 was made just inside the time limit. The bowling for Beverley was : Tanfield, 4 wickets for 45; Brown, 2 for 19; and Lakin, 2 for 9. Beverley carried their score to 70 before the last wicket fell. For Hull, Cook took 6 wickets for 38 and Wright 3 for 17.

FOOTBALL

Hampstead Municipal Officers won the fine trophy presented by the Metropolitan District Committee by defeating Middlesex County Officers, the holders, by four goals to one at Southall recently.

The game was decided in a splendid sporting spirit. Taylor scored for Hampstead after 30 minutes play. After the interval Middlesex began in brilliant style and Groves soon put them level. Hampstead, thanks to fine play by Lakin, were soon superior.

In five busy minutes during the second half Lakin scored two fine goals following corner kicks. Armstrong added a further goal for Hampstead.

SHOOTING

The following are the Final Results in the Sir Charles Behren Cup Tournament :

	shot	won	lost	drawn	pts.	average
Leeds	10	7	2	1	15	387.5
Bournemouth ..	10	7	3	–	14	390.5
Wilts County Officers	10	6	3	1	13	389.8
Southampton ..	10	4	5	1	9	387.1
Dundee	10	3	6	1	7	386.7
Manchester ..	10	1	9	–	2	379.2

FINAL MATCHES

Bournemouth, 389, beat Dundee, 382+5=387.
Bournemouth, 390, beat Leeds, 386.
Bournemouth, 391, beat Manchester, 355+6=361.
Bournemouth, 395, beat Southampton, 381+5=386.
Leeds, 389, beat Southampton, 382+5=387.
Southampton, 384+5=3 9, beat Wilts County Officers, 382+5=387.
Southampton, 383+5=388, beat Manchester, 358+6=364.
Wilts County Officers, 388+5=393, beat Bournemouth, 392.
Wilts County Officers, 385+5=390, beat Manchester, 369+6=375.
Wilts County Officers, 386+5=391, beat Dundee, 381+5=386.

BOWLS

Oxford City and Bucks County, new entrants in the Southern District N.A.L.G.O. Bowls Competitions, met on Saturday, June 13, in the second round of the Cup Competition at Oxford. Oxford City won by 14 shots, and pass on to meet Reading in the semi-final.

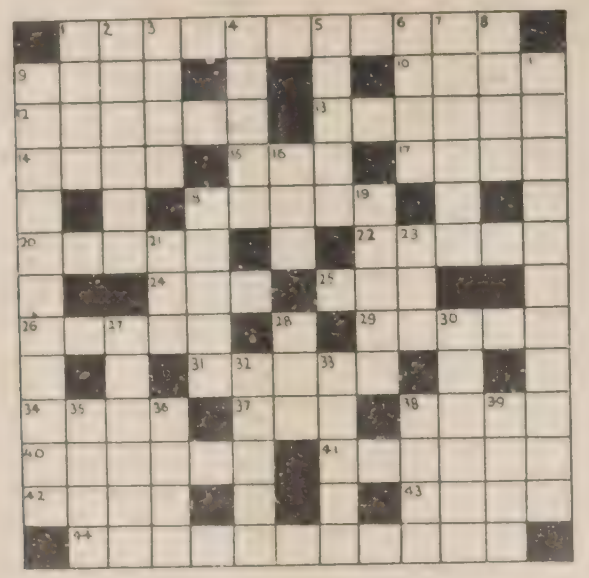
Scores : Rink No. 1. A. A. Lofting, E. E. Stone, R. P. Thomas, and H. A. R. Cooke (Skip.) (Oxford City) beat W. Wesley, C. Paton, H. Parry, and J. B. Spedding (Skip.) (Bucks County) 18-16. Rink No. 2: C. W. Alexander, J. F. Nutter, W. E. Jones, and W. A. Butler (Skip.) (Oxford City) beat R. Davey, J. Miller, J. Huntingdon and H. Fisher (Skip.) (Bucks County) 27-15.

Totals : Oxford City, 45; Bucks County, 31.

The Oxford City Branch entertained the visiting players to tea at Oriel Cafe.

OUR CROSS-WORD PUZZLE

No. 6



CLUES, ACROSS

1. Jugglery which ends to-morrow in Boulogne.
10. Can precede bottle, ribbon or stocking.
12. Tarpon.
14. This is by no means near.
15. It is quite easy to make this female mad.
17. At the front end of the other half of 20.
18. To be found in the cold, cold ground.
22. Small fish from which amber can be obtained.
25. A side-issue which may be an extra.
26. Distrust.
29. French cavalryman obtained from plant parasite.
31. A worth well known in journalism.
34. A labourer whose references are somewhat mixed.
37. To be at this is to be astray.
38. Freehold estate, in praise of which it may get mixed.
40. Turn at (anag).
41. Cared for none of those things.
42. Delay in Scots law, comparatively a female relation.
43. Foreboding in retrospect which becomes nobody.
44. Should be looked into, but not by the beginner.

CLUES, DOWN

1. The young animal has become so mixed that it is nothing but a lump.
3. To grind this is enough to cause rage.
4. This girl may not be a miser, though she certainly makes a hoard.
5. A short form of testing one's capacity.
6. Sounds like a ram in action, though it only means to border on.
8. These fruits astonish one when viewed backwards.
9. Slap Miss Dot! (anag).
11. A Northern man and his home (two words).
16. Peer Gynt's Mother.
18. Tell Ernest that I am on the terrace (hidden).
19. A bottomless gulf in which an animal has been cut to pieces.
21. You will find etiquette in my ballads.
23. Give this material air and you will have to mend it.
27. Push Ur. (anag).
28. If you upset this ancient practice you will rue it.
30. Confuses—but put my tail at my head and you can sit on me.
32. Star connected with the Air Force.
33. In the Guildhall.
35. You [illegible] little by little.
36. From this destiny you may evolve a deed of great courage.
8. A large bone to be found in the moon.
39. Directs the intention.

(*Solution to June Puzzle on page 205*)

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PATRONAGE

The following observations as to the extent to which patronage appears to prevail in the Local Government Service and taken from The Local Government News *for May, 1931. Readers of Dr. Robson's book, "The Development of Local Government," will recall his mordant pages on this subject.*

"ONE of the greatest evils at present confronting Local Government in this country is patronage. The appointment through influence and favour of one kind or another of incompetent or unsuitable persons to be municipal officials makes efficiency in municipal administration impossible and impedes the whole progress of Local Government.

"The motives which lead to patronage are not by any means always corrupt. Sometimes a well-meaning councillor will endeavour to secure an appointment under the local authority for someone whom he knows to be in distressing circumstances or unemployed or suffering from bereavement, without in the least being guilty of jobbery. Such councillors are not "interested" in the matter in any sinister sense of the word. Nevertheless, the effect of the appointment of inefficient or unqualified officials is equally bad, regardless of whether the officials are jockeyed into their places as a reward for political support, or whether they are given a helping hand o'er life's stony path by some kind-hearted councillor who does not realise that his helping hand is also a misguided one so far as the public interest is concerned.

"We must frankly admit that this question of patronage is one which affects all parties in greater or less degree. Furthermore, it is not only in the small areas that patronage is rampant. The Treasurer of the City of Birmingham stated in evidence before the Royal Commission on Local Government recently that no appointment in the City Council had been advertised during the past ten years, and that he was pestered almost every day by councillors seeking to find openings for friends and *protégés*. Now that there is a Departmental Committee sitting under the chairmanship of Sir Henry Hadow to consider the whole question of training and recruitment of municipal officers, it is of the utmost importance that a concerted effort should be made to eliminate patronage from the municipal service, lock, stock and barrel. The elimination of incompetence is, of course, only the prelude to the positive and more important task of constructing a highly qualified service. Everyone who believes in the future of Local Government must throw himself whole-heartedly into that task, for nothing is more clear than that the future development of Local Government depends to an unprecedented extent on local authorities being equipped with staffs no less highly educated and trained than the national civil service.

"It is probable that an opportunity may arise in the near future for placing some of the facts of patronage before the Departmental Committee. The editor of *The Local Government News* is extremely anxious to obtain information concerning the appointment of incompetent or unqualified officials and details of the inefficiency resulting therefrom. He will be obliged to any reader of *The Local Government News* who will send him information of this sort. Where it is desired that the name of the local authority shall not be divulged, absolute secrecy can be relied upon." W. A. R.

SCOTTISH ENGINEERS

The annual summer meeting of the Scottish District of the Institution of Municipal and County Engineers, at St. Andrews, was presided over by Mr. William Watson, burgh engineer, St. Andrews, vice-president of the Scottish District. The following office-bearers for the ensuing year were appointed: Vice-president, Scottish District, Mr. George S. Barry, county road surveyor, Ayr; Scottish District Chairman, Mr. William A. Macartney, city engineer, Edinburgh; Scottish District representative, Major William A. Chapman, county road surveyor, Hamilton; Hon. Secretary, Scottish District, Mr. Frank A. Preston, burgh engineer, Milngavie; District Steward, Widows' and Orphans' Fund, Mr. W. Macartney; District Representative, Widows' and Orphans' Fund, Major William Chapman.

N.P.S. AND LOGOMIA LIFE FUNDS AMALGAMATION

(*Continued from page* 190)

(7) A joint Committee appointed by the Committee of Management of the Society and Logomia has been set up to deal with Life Assurance business.

(8) Each policyholder who transfers will be credited with his appropriate share of the balance of the surplus remaining on the Life Assurance Fund after the distribution of a £2 per cent. bonus.

After perusal of the information contained in this memorandum each policyholder is requested to complete the enclosed form and return it to: The General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1., stating whether he is prepared to transfer his policy to Logomia. If the reply is in the affirmative, as soon as the new Policy is ready for dispatch you will be notified and requested to send your old one for cancellation. Immediately this is done the new one will be dispatched and it will contain an endorsement showing that in addition to the sum assured, profits amounting to £2 per cent. for each completed year, for the quinquennial period ended December 31, 1930, plus a proportion of the balance of the surplus, have been added.

N.A.L.G.O. BENEFITS

THE House Purchase Scheme is an attractive feature of Nalgo. Members can obtain advances on houses which they propose to occupy, at 5 per cent. and spread the repayments over a maximum period of 20 years. In order to conform to the Trustee Act advances are limited to two-thirds of the present market value of a house.

The Convalescent Home at Matlock—"Nalgo House"—is a most valuable adjunct to the work of the Association. It must be one of the finest places of its kind in the Kingdom. In reality it is a private country house where members can obtain the necessary change of air and rest to restore them to normal health.

APPROVED SOCIETY

The Nalgo Approved Society, which administers the benefits of State Insurance, has a membership of nearly 20,000 and accumulated funds exceeding £200,000. It caters exclusively for local government officers and, in addition to providing benefit during sickness, offers a wide range of treatment benefits, such as dental, optical, hospital, surgical appliances, and convalescent home.

THE B. & O. FUND

The Benevolent and Orphan Fund is very accurately described as "The Pride of N.A.L.G.O." It is charity in its best sense. Many members of the Association and their dependents have benefited from this Fund. At present the Fund is committed to £7,615 per annum for annuities and the generosity of the members alone makes it possible to continue this excellent work. Are you paying your subscription regularly?

CROSSWORD PUZZLE

SOLUTION: JUNE PUZZLE NO. 5

Across.—5. Efts. 8. Buttercup. 9. Bier. 10. Stipules. 13. Emerge. 16. Sepal. 18. Wide. 19. Halt. 22. Poole. 24. Smilax. 26. Perianth. 30. Ulna. 31. Primroses. 32. Tact.

Down.—1. Cult. 2. Stop. 3. Oral. 4. Russet. 6. Friar. 7. Spree. 11. Iced. 12. Una. 14. Echo. 15. Gale. 16. Siam. 17. Peel. 20 Alan. 21. Expert. 23. Obi. 24. Stunt. 25. Ionic. 27. Rima. 28. Amos. 29. Teem.

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BRANCH ORGANISATION

By N. W. E. Hann (Blackburn)

THE introduction of the model rules has probably brought about some similarity in the constitution of Nalgo Branches, but a little inquiry will reveal occasional differences in organisation which are reflected for good or for evil in the "character" of the branch.

Fundamentally, every branch organisation is effected by the appointment of officers and the establishment of committees. The indispensable officers are, of course, the general secretary, the treasurer and the auditors. A general executive committee is invariably appointed on the basis of departmental representation. But beyond this point, differences appear. A branch president is preferably elected and chosen from among the chief officials of the corporation. The office is regarded as the highest in the branch and the member elected to it should feel that he is thereby being paid a very high compliment. The president is naturally expected to acknowledge the honour by taking rather more than a passing interest in branch affairs and by occupying the chair at all branch general meetings. One or two vice-presidents should be elected.

Then, in order of distinction comes the general executive committee chairman, an office to which a vice-president is most naturally, although not necessarily, appointed.

These principles are usually, but not universally adopted, as one example will serve to show. There is a branch where the mayor is always appointed president. Whatever may be the object of this, it is not the expectation that the mayor will take any interst in Nalgo. Indeed, on one occasion, the members were told that a mayor was only informed of his appointment some time afterwards and when he was told he "just laughed." In the same branch *all* the chief officials are appointed, *en bloc*, as vice-presidents. The reasons for this are that it is thought that chief officials would not take any active part in branch management, and, vice-presidents pay a higher subscription. Having so disposed of the "honours," this branch elects a chairman who presides at all meetings. The office of chairman attaches itself to him for life unless he resigns, or is elevated to the higher sphere of a chief official, whereupon he becomes a vice-president.

The strength of every body, whether it be physical or corporate, depends almost entirely upon the exercise of its members. This important truth should be borne in mind by those responsible for the direction of branch affairs. Many branches, oblivious to this truth, are regarded by their constituent members as indispensable subscription collection organisations "run" by a select few who alone are in the know, because they go to picnics called conferences and district committee meetings. The ordinary members are not really discontented because what they have never enjoyed, they don't miss.

The obvious remedy is for the leading spirits in a branch to arouse the ordinary members by finding out in what things they are interested and then to use that interest to develop side lines for games, social events, discussions and debates, hiking, and the like. Committees and sub-committees each with its own chairman and secretary should be set up to deal with these matters and an attempt should be made to find an office of some kind for every member of the branch. The principal branch officers will be recruited from the officers of these committees, and, in short, everything and everybody will be kept *on the move*.

Movement means life, life means energy, energy means activity, activity means health, and health means pleasure. Is there any reason why it should not be a pleasure to belong to the Nalgo?

WESTMINSTER ACTIVITY

The second issue of *The Query*, the journal of the Westminster City Council Officers' Club, is a creditable publication and should stimulate a certain amount of interest in the activities of the [illegible]

BRANCH RECORDS

I.—DAGENHAM.

DAGENHAM is not exactly a bed of roses for the local government officer, but, in spite of all the trials attendant upon a newly formed Urban District, sufficient interest has been created for the branch to rank amongst the "nearly" 100-per-centers. This result has only been attained by reason of real hard work by the Hon. Secretary, Mr. A. Lawrence, and the departmental representatives on the Management Committee. Credit is reflected on the officers of the branch for their achievement, and it is worthy of note that the Hon. Secretary has been at the helm four years out of the five the branch has been existent. The success of the branch is materially assisted by the novel efforts introduced in catering for its social activities, all of which have tended to bring all grades into contact. For example, visits paid to the works of local manufacturing companies have left pleasant as well as instructive impressions in the minds of those who participated. The B.B.C. studios at Savoy Hill have been visited on several occasions by parties, and the intricacies connected with the printing and publishing of large London daily newspapers have also been enjoyed.

No effort is spared to take advantage of these opportunities, which may be arranged by any secretary at a minimum of cost to members. Apart from these activities, the Social Secretary, Mr. L. Butterworth, is responsible for tennis, cricket, and table-tennis sections. A swimming section is about to be launched. With regard to the more serious side of the branch activities, all sections are gradually coming into their own. B. & O., Provident Society, and Education, etc. As is to be expected, efforts to improve conditions have been the subject of earnest consideration on the part of the branch executive.

With an enormous programme in the administration and control of a district which has grown from a population of about 35,000 in 1926 to over 100,000 at the present time, both Council and officers found little time in which to discuss personalities. Much progress has been made in the five years, however, some of the achievements being as follows: Superannuation, Joint Consultative Committee formed, holidays satisfactorily agreed. Sick pay is now a subject to be grappled with, and, together with other matters of local importance, if this attains a satisfactory settlement the conditions of the officers at Dagenham could be far worse. A.L.

JUVENILE EMPLOYMENT

The Ministry of Labour has issued in conjunction with the Inc. Association of Head Mistresses of Public Secondary Schools the annual report of the Employment Committee, which seeks mainly to establish relations with suitable employers with a view to finding openings for girls who register their names with the Committee. During the past year, of the 2,568 fresh applications, employment was found for 1,413 girls. The facilities are widely utilised by local authorities.

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ON KEEPING FIT

By Dr. D. Lechmere Anderson
(*M.O.H., Doncaster*)

TO grow old is Nature's law. Just as we have seed time and harvest time, so man passes through the seasons of childhood, youth, maturity and age, but while the periods of the first three are fixed, that of age varies within wide limits. Some men, it is truly said, are never young, while happily there are many who continue to possess the attributes of youth and maturity until well past the middle span.

Half a century ago, the man of fifty was looked upon as old; to-day, the average man feels, or should feel, as fit and strong as he was at thirty. Work, amusements, pleasures, which were followed then have still the same attraction, and, indeed, are even better and more zealously performed. This is due to many causes: Improved sanitation, better houses, healthier workplaces, more knowledge of the laws of health and more obedience to them have all combined to effect the wondrous changes, and, as much in these directions still remains to be done, there is reason to hope that if we have not solved the secret of perpetual youth, we have at all events lengthened and preserved it.

That cleanliness is akin to godliness was a truism which was often quoted, but not so frequently acted upon not so many years ago. Nowadays, few houses are built without a bathroom and there are few who do not realise the feeling of well-being and health which follows thorough cleansing of the skin. Sports and outdoor exercises have also an important influence upon longevity, and even such indoor ones as dancing and ping-pong have much to be said in their favour. While the man of fifty in the past would have regarded the latter as puerile and the former as unfit for him, the young man of fifty to-day enters into them with zest and holds his own with the youngest. Exercise is good for the heart, lungs, muscle and brain, and does much to promote that feeling of youth and buoyancy which all of middle age desire.

Work and worry have a profound influence on age—the former by postponing, and the latter by promoting its advance. Excessive work, more especially work of a mental nature, is, of course, prejudicial at any age, but regular and congenial employment is one of the first age-defying tonics in Nature's pharmacopœia. Make a friend of your work and it will be the best of friends to you.

Play must also have its place, and the man who has a hobby to which he can turn with pleasure is one who need not dread the approach of the allotted span. One thing, however, must be borne in mind. Anno Domini, although it need not be dreaded, must not altogether be disregarded. The activities, physical and mental, of youth are not suited for the man of mature years.

Of all causes of old age, worry is by far the worst. It upsets a man's balance. Every organ, every function of the body is affected by it. Appetite, more especially digestion, is impaired or destroyed. Sleep loses its power as a restorer, for even if it is not altogether wooed in vain, its restorative power is weakened or absent. The nervous system, the chief centre of which is the brain, is thrown out of gear. Little wonder, then, if the man who has real or imaginary cause for worry ages, and ages rapidly. The brave man recognises and is ready to meet them when they come. Faced bravely, even the worst of them loses much of its power. Every cloud has a silver lining, and the brave, determined to find it, gain hope and confidence. Resolutely faced, doubts and crosses need not age a man, but rather tend to retain his youth by the knowledge that they have been met and conquered.

It is easy to say "Don't worry," but the advice is good. Brooding, for that is what worrying means, simply adds to trouble, and it is equally true that in the great majority of cases the worry, which is trifling in its birth becomes magnified into an almost unbearable burden. Action must take the place of worry. At all costs it must be beaten and finally overcome. The man whose mental balance is true faces his troubles and does not let them master him.

MANCHESTER AFFAIRS

Reproduced from *The Guild Journal.*

THE Executive Council of the Manchester Municipal Officers' Guild met on Thursday, May 14, when Mr. W. H. Whinnerah, Chairman, presided.

The General Purposes Committee reported receipt of a letter from Mr. Corser referring to a notice at Booth Hall concerning sickness allowances. It was resolved that the Hon. Secretary be instructed to communicate with the City Treasurer asking for an explanation of the points raised. The Hon. Secretary read correspondence with regard to gas inspectors.

Mr. Mason, moving the minutes, recalled that an arrangement was made with the Gas Commitee for certain scales for inspectors, and it was understood that these were to come into operation immediately on appointment of adult inspectors. From the information given the practice appeared contrary to the spirit, if not to the letter, of the agreement reached.

The Hon. Secretary read the letter he had sent to the City Treasurer with reference to the notice regarding sickness allowances and the City Treasurer's reply. Mr. Miller said that a further complication might arise in many institutions in so far as officers might receive a considerable proportion of their remuneration by way of board and lodging, and if their cash salary was less than the value of their emoluments, it was possible that they would be in debt to Corporation at the end of a period of sickness. It was resolved that the correspondence be referred to the General Purposes Committee.

The Finance Committee met on May 12, when accounts were approved, the Hon. Treasurer submitted a statement of subscriptions, showing an increase of £266 15s. in the amount received compared with the same period last year. The minutes of the Superannuation sub-committee of May 8 were submitted; a question raised by the Education departmental committee regarding added years of service for superannuation purposes in the case of officers possessing special qualifications was considered, and the Hon. Secretary was instructed to communicate with other towns in order to ascertain, if possible, whether such a provision was included in their respective superannuation schemes.

The Social Committee also submitted a report of its recent meeting.

Mr. Humphries referred to the question of education administrative posts, and said that now that the report of the N.E.C. on the question was available, and it was found that the N.E.C. had been in communication with the Association of Directors and Secretaries of Education, it might be thought that Manchester's decision should be reconsidered. Mr. Hirst stated that the Education departmental committee had considered the matter, and decided that there should be no modification in Manchester's attitude.

OBITUARY

FOLLOWING an illness which had confined him to his bed for some weeks, the death occurred on Sunday, May 24, of Mr. Sam Southall, who was in his fiftieth year of office as Town Clerk of Worcester, having succeeded his father, Mr. T. Southall, as town clerk in 1881 at a time when he was only twenty-three years of age, winning the position from seven other competitors. His father had been Town Clerk for the preceding ten years, and Mr. Southall had assisted him for two years prior to his own appointment. During his tenure of the office he saw Worcester grow considerably in size and population, himself preparing the Corporation's case for three extensions of the boundary—the first in 1885 and the last in recent months.

In 1924, in recognition of his services to the city, he was made an honorary freeman, an honour formerly reserved for men of national distinction. The casket in which the vellum was enclosed was by a happy thought fashioned in the shape of a model of the city Guildhall, where Mr. Southall spent so much of his time working on the citizens' behalf.

He relinquished his office in the year 1921, when, at the request of all parties, he accepted the Mayoralty chair of office.

A man of great ability, both as a lawyer and a local administrator, Mr. Southall made an ideal Town Clerk, and mayor after mayor at the conclusion of his year's office has acknowledged publicly his indebtedness to Mr. Southall for his guidance. He was keenly interested in retaining the many ancient privileges and institutions of Worcester, and was largely instrumental in keeping alive the city Court of Pleas, of which he was the Registrar.

Mr. Southall took a prominent part in social activities, and held many offices.

* * *

Mr. Robert Christopher Clarkson, we regret to record, died on June 14 at the age of sixty-one. Mr. Clarkson held the office of Relieving Officer and Collector for the Leyburn Union and subsequently for the Leyburn District of the Wensleydale Guardians Committee area for a period of twenty-two years. He was also Vaccination Officer and Registrar of Births and Deaths for the Sub-District of Leyburn.

* * *

Officers not only of the County of Cheshire, but of the whole provincial area of Lancashire and Cheshire very much regret the sudden death of County Alderman John Bateman, J.P., M.B.E. Alderman Bateman was chairman of the Main Roads Committee of the Cheshire County Council and also chairman of the Lancashire and Cheshire Provincial Council for the Professional, Technical and Administrative Staffs of Local Authorities.

INSURANCE REPRESENTATIONS

A deputation from the National Federation of Professional Workers recently saw Miss Susan Lawrence on behalf of nearly 50 organisations, representative of over 400,000 members. They urged the extension of the National Health Insurance and Pensions Acts to cover all employees earning up to £500 a year, and stated that there was a very widespread demand for this extension from all sections of non-manual workers. This demand had grown rapidly in recent years owing to the increasing insecurity of the workers, due to rationalisation, and their consequent difficulty of making provision for health and old age.

Miss Lawrence expressed sympathy with their claim, but said there were several formidable obstacles. The attitude of the medical profession was doubtful, and it was difficult, if not impossible, to find additional money from the Exchequer. She undertook to convey the deputation's representations, including a suggestion that there should be some relaxation of the conditions in respect of voluntary contributors, to Mr. Greenwood, the Minister of Health.

BRANCH PUBLICATION

TWENTY-FIVE YEARS

The twentieth volume of the *Guild Journal*, the official journal of the Manchester Municipal Officers' Guild, is completed by the issue of the June number and the magazine achieves at the same time a more notable record of publication without a break from July, 1906. Few staff magazines, certainly very few local government journals, can boast of a better or longer life than the *Guild Journal*, which was launched as soon as the Guild had been formed and has ever since provided a permanent record of the Guild's great achievements for the staff. Next month's issue will contain an article on the magazine's twenty-five years of history.

OFFICIAL VACANCIES

Advertised in the MUNICIPAL JOURNAL *during June and still open for applications at the time* LOCAL GOVERNMENT SERVICE *went to press. The last date for the receipt of applications is stated.*

WOKING (U.D.C.).—Town Planning Assistant, July 4. Apply Fras. J. R. Mountain, Clerk of the Council, Council Offices, Woking.

SHROPSHIRE (C.C.).—Senior Assistant Solicitor, July 14. Apply Arthur Ainslie Johnson, Clerk of the County Council, Shirehall, Shrewsbury.

WILLESDEN (U.D.C.).—Sanitary Inspector, July 3. Apply E. A. Pratt, Clerk of the Council, Town Hall, Dyne Road, Kilburn, N.W.6.

LEE CONSERVANCY BOARD AND THE CONSERVANCY CATCHMENT BOARD.—Joint Deputy Engineer, July 9. Apply S. R. Hobday, Clerk and General Manager of the Lee Conservancy Board, Surrey House, Victoria Embankment, W.C.2.

TAMWORTH (B.).—Borough Treasurer and Accountant and Rating and Valuation Officer, July 6. Apply Henry Wood, Town Clerk, Municipal Offices, Tamworth.

LEICESTER (C.B.).—Sanitary Inspector, July 3. Apply Wilfrid Carr, Secretary, Health Department, Grey Friars, Leicester.

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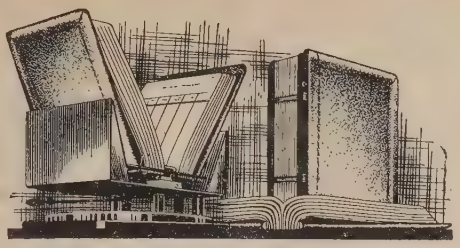

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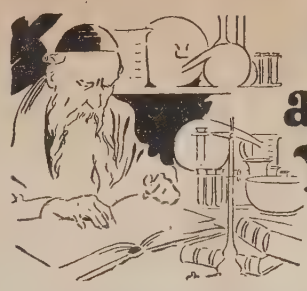

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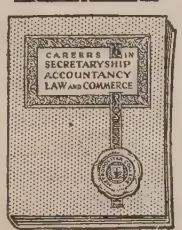

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PROBLEM No. 7 (by W. Meredith)

Black—7 pieces

White—5 pieces

White to move and mate in three moves

INTERNATIONAL TEAM TOURNAMENT

An International Team Tournament will be held at Prague from July 11-26, and no fewer than twenty-two countries will be represented by participating teams. The English team consists of Mir Sultan Khan (British champion), F. D. Yates, W. Winter, V. Wahltuch, and Sir George Thomas, who captains the team. Well-known masters in other teams are Rubinstein, Tartakower, Przepiorka, Spielmann, Grunfeld, Kmoch, Golmayo, Marin, Stahlberg and Flohr.

A BRIGHT GAME OF ALEKHINE'S

Alekhine, world-champion, has been giving a simultaneous display at Belgrade. Here is a bright game of his from a thirty-board display on the occasion :—

Frence Defence.

WHITE ALEKHINE	BLACK PETROVIC
1. P—K4	P—K3
2. P—Q4	P—Q4
3. Kt—QB3	Kt—KB3
4. P—K5	KKt—Q2
5. P—B4	P—QB4
6. Kt—B3	Kt—QB3
7. B—K3	Q—Kt3
9. KKt P	B—B4
10. Kt—R4	Q—R4 ch
11. P—B3	B Kt
12. B B	Kt B
13. Q—Kt	P—QKt4
14. Kt—B5	Q RP
15. B—Q3	P—QR3
16. Castles	Q—R4
18. P—QKt4	Kt Kt
19. P Kt	Q—B3
20. P—B4	KtP P
21. R Kt6	Q—B2
22. B—B2	Castles
23. P—KB6	P—Kt3
24. R—B3	K—R1
25. R—KR3	Resigns.

IMPORTANT MATCH

An early match between Alekhine and Capablanca does not seem likely, Alekhine having laid down certain conditions which Capa refuses to entertain; a refusal in which, by the way, Capa seems to have the approval of the chess world. But an interesting match between Capa and the Dutch champion, Dr. Euwe, is coming off immediately.

TWO NEW BOOKS

Mate in Two Moves is the title of a book which comes from the press of Messrs. G. Bell & Son. Its author is Mr. Brian Harley, a very distinguished composer and critic of chess problems. The book is written in a clear and interesting style and contains 170 illustrative diagrams. There are more than 200 pages and the price is 5s. The other book has the "intriguing" title of *How Not to Play Chess*. It is the latest addition to the highly instructive series of chess books issued by Mr. Frank Hollings, of the world-famed salon in Great Turnstile, Holborn. The author is E. Znosko-Borowsky, a master of international repute. The average player could hardly fail to find it a most instructive manual. It is very tastefully turned out, like all its companion volumes of the Hollings series, and the price is only 2s.

BRIEF BRILLIANCIES: No. 47

Max Lange Attack.

WHITE	BLACK
1. P—K4	P—K4
2. Kt—KB3	Kt—QB3
3. P—B4	Kt—B3
4. Castles	B—B4
5. P—Q4	B P
6. Kt · B	Kt Kt
7. P—B4	Kt—B3
8. B · P ch	K—K2
9. P · P	QKt · P
10. B—KT3	P—KR3
11. Kt—B3	P—B3
12. Q—K sq	P—Q3
13. Q—Kt3	Q—B sq
14. B—KB4	B—K3
15. B Kt	P B
16. Q KP	Q—B sq
17. QR—Q sq	Kt—K sq
18. Q—B5 ch	Kt—Q3
19. Q—Kt ch	Resigns.

END GAME: No. 7

White (2 pieces)—K on QB2, P on QKt2.
Black (2 pieces)—K on KB3, P on QR5.
White to play and win.

CHESS COMPETITION

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PROBLEM No. 7a (by W. Shinkman

Black—3 pieces

White—7 pieces

White to move and mate in two moves

BOOK REVIEWS

(Continued from page 209)

THE COLLECTED PLAYS OF BERNARD SHAW. Price [illegible] net. Messrs. Constable & Co.

THE "omnibus" book has, of recent years, become a very important feature of the [illegible] publishing house and perhaps one of the most remarkable achievements in the production of Mr. Bernard Shaw's plays in a single volume. The volume must be handled if one wishes to appreciate what tremendous technical difficulties must have been overcome in putting into a quarto volume of over 1,100 pages thirty-nine of Mr. Shaw's plays. Obviously, the prefaces, which have always been a feature of the publication of Mr. Shaw's books, have had to be left out, but even then there has been a triumphant compression to produce all these works in a form and size of reasonable dimensions. Nothing need be added to what has already been said about the literary merits of the plays, or the entertaining whimsicalities of Mr. Shaw's writings and mention of this volume must be confined, at this stage, to the outstanding value of the production. The binding is excellent, the printing clear, clean and extremely readable.

H.

THE WORKS OF OSCAR WILDE. Price 10s. 6d. net. Messrs. Collins.

THIS publication represents another outstanding achievement and, although it is much smaller in size than the omnibus volume of Shaw's plays, being only 7 in. by 5 in., there are no less than 1,248 pages. Oscar Wilde stands out as one of the most versatile writers of modern times, being critic, wit, playwright, novelist, poet, and essayist. Here, within the covers of this volume, are collected all works published in English during his lifetime and it appears at a time when there is undoubtedly a revival of interest in his writings and plays among the new generation of readers. The volume also contains fifteen original drawings by Dionia Nachshen, and it is delightfully printed. There is no doubt that Messrs. Collins have given their best in the production of this "clear type" press publication and in doing so they have made a splendid contribution to the modern effort to place the best of English literature before an ever-widening circle of readers.

A.

THE SOVIET FIVE-YEAR PLAN. By H. R. Knickerbocker. Price 8s. 6d. net. John Lane, The Bodley Head, Ltd.

THE author is the foreign correspondent of the *New York Evening Post* and has travelled 10,000 miles through Russia, investigating the probable effect on world trade of the Five-year Plan, and to say the least, his conclusions arrest and are far-reaching. As the author states, "The really important difference between the Soviet State Capitalism and private Capitalism lies in the elements of planning, one of the basic principles of Marxian economics . . . the now famous Five-year Plan is the most pretentious attempt ever made to put the planning principle into effect." Mr. Knickerbocker is a trained observer and a reliable critic and what he says in this book must be taken seriously. It is economic suicide to rely upon the more homely saying, "The best-laid schemes of mice and men, etc." There is no reliable sign visible at this moment that the plan will fail, and we shall be on surer ground when considering schemes for our own industrial rehabilitation to recognise the tremendous import of the Russian scheme. There is evidence that, at last, responsible people in this country are taking notice, but one wonders whether the awakening is going to prove too late. Local government officers can afford to watch with unbiased interest such experiments and beyond the present economic position of this and other nations very little matters at the present time. In the Five-year Plan there is an effort being made in mass production and trade planning which in magnitude exceeds anything ever before attempted. We may have to adopt a Five-year Plan before long, but it will be more difficult to drive to successful conclusion because there is a wide gulf between the general body of workers in this country and those in Russia.

H.

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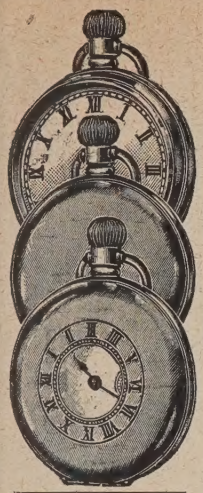

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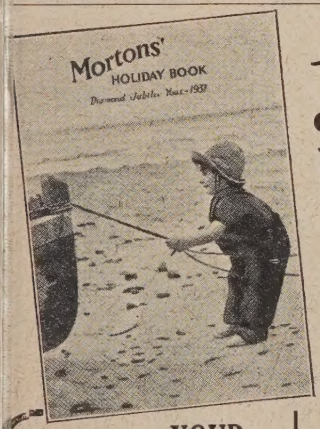

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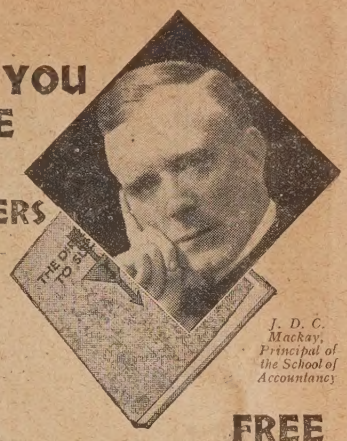

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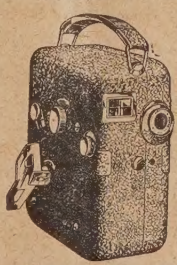

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